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LEGISLATIVE HISTORY

PUBLIC LAW 86-568

H. R. 9883

TABLE OF CONTENTS

Index and summary of H. R. 9883.....	1
Digest of Public Law 86-568.....	2

INDEX AND SUMMARY OF H. R. 9883

- Jan. 25, 1960 Rep. Morrison introduced H. R. 9883 which was referred to House Post Office and Civil Service Committee. (Bill not printed as introduced).
- May 4, 1960 House committee voted to report (but did not actually report) H. R. 9883.
- May 23, 1960 House committee reported H.R. 9883 with amendment. H. Report No. 1636. Print of bill and report.
- May 25, 1960 Summary of H. R. 9883 as reported by House Committee.
- June 15, 1960 House passed H. R. 9883 with amendment.
- H. R. 9883 placed on Senate calendar. Print of bill as passed by House and placed on S. calendar.
- Senate Post Office and Civil Service Committee reported an original bill, S. 3672. S. Report No. 1590. Print of bill and report.
- June 16, 1960 Senate made H.R. 9883 the unfinished business.
- June 17, 1960 Senate passed H.R. 9883 without amendment.
- June 30, 1960 House received President's veto message on H. R. 9883. House Document 442. Print of document.
- July 1, 1960 Both Houses voted to override President's veto of H. R. 9883.
- Became Public Law 86-568.
- July 2, 1960 S. 3672 indefinitely postponed due to passage of H. R. 9883.

Hearings: House Committee, Misc. Hearing: "Postal and Classified Employees Salary Adjustment."
Senate Committee, Misc. Hearing: "Federal Employee Compensation Study of 1960."

DIGEST OF PUBLIC LAW 86-568

FEDERAL EMPLOYEE PAY INCREASES. Provides an approximate $7\frac{1}{2}$ percent salary increase, effective the first day of the first pay period beginning on or after July 1, 1960, for employees in the executive, judicial, and legislative branches of the Government. Provides for an equivalent salary increase for employees of the Agricultural Stabilization and Conservation County Committees, and provides that such employees shall be included under the provisions of the Civil Service Retirement Act, the Federal Employees' Group Life Insurance Act of 1954, and the Federal Employees Health Benefits Act of 1959. Increases the salaries of general counsels of executive departments (except the Department of Justice) from \$19,000 to \$20,000 per annum. Provides for an Administrative Assistant Secretary of Health, Education, and Welfare at a salary of \$19,000 per annum. Decreases from 1,429 to 1,409 the number of supergrade positions the Civil Service Commission is authorized to allocate to Federal agencies.

Jan 25, 1960

Extension of remarks of Rep. McIntire inserting an article by a farm economist, "Time for a Showdown on Farm Prices." p. A647

Rep. Knox inserted a constituent's letter opposing certain aspects of the soil bank program as it affects Michigan programs. pp. A664-5

12. DEPRESSED AREAS. Extension of remarks of Rep. Flood inserting a copy of a letter sent to Members of Congress which urges the Congress to pass an area redevelopment bill at this session of Congress, and includes a fact sheet showing the distressed labor markets in the U. S. by geographical regions. pp. A629-34

Rep. Flood inserted a City of Scranton (Pa.) resolution urging the passage of area redevelopment legislation. pp. A666-7

13. ITEM VETO; APPROPRIATIONS. Rep. Schwengel inserted a newspaper article urging the passage of "item veto" legislation and calling it "one of the major goals of the new Congress." pp. A635-6

14. ELECTRICITY. Rep. Johnson inserted a speech made by Senator Clair Engle advocating public power in the California area, and called for defeat of pending proposals to wreck the REA," which he says are the result of "the executive branch" teaming up "with the private utility and the banks to make it tough on every phase of public power." pp. A635-8

15. INTEREST RATES. Rep. Curtis inserted a newspaper article which favors raising maximum interest rates on long-term government bonds and calling this raise a "minimum inflationary potential." p. A655

16. GRAIN STORAGE. Rep. Schwengel inserted a newspaper article placing the blame for grain storage abuses "where it belongs -- with the Congress itself" for "authorizing the high storage charges." pp. A661-2

17. PUBLIC DEBT. Rep. Brock inserted a letter from Dr. I. M. French calling for fiscal responsibility which he defines as "living within one's income" and asking application of this principle in federal policy. p. A663

18. LAMB GRADING. Rep. Fisher inserted a newspaper article calling "imposition of unnecessarily high grading standards as an instrument of monopoly and high price structure." In this case the article refers to lamb grading in which it states that the consumer and farmer share these added costs, and "only the middleman gains." p. A665

BILLS INTRODUCED

19. RECREATION. S. 2894, by Sen. Moss, to authorize the Secretary of the Interior to establish the Great Salt Lake National Park in the State of Utah; to Interior and Insular Affairs Committee. Remarks of author. pp. 1015-6
S. 2898, by Sen. Neuberger (by request), to establish the Oregon Coast National Seashore Recreation Area; to Interior and Insular Affairs Committee. Remarks of author. pp. 1016-20

20. ASC COMMITTEES. S. 2899, by Sen. Fulbright, to extend the benefits of the Federal Employees Health Benefits Act of 1959 to employees of the agricultural stabilization and conservation county committees; to Post Office and Civil Service Committee. Remarks of author. pp. 1020-1

21. FARM LOANS. S. 2891, by Sen. Fong, to amend the Bankhead-Jones Farm Tenant Act, as amended, and title V of the Housing Act of 1949, as amended, so as to authorize the Secretary of Agriculture to make financial assistance available under such acts to persons holding leasehold interests in lands in the State of Hawaii; to Agriculture and Forestry Committee. Remarks of author. p. 1015
22. LANDS. S. 2900, by Sen. Case, S. Dak., for the relief of certain individuals whose lands were acquired by the United States in connection with the construction of the Oahe Dam and reservoir in South Dakota; to Judiciary Committee.

H. R. 9860, by Rep. Bentley, to require an act of Congress for public land withdrawals in excess of 5,000 acres in the aggregate for any project or facility of any department or agency of the Government; to Interior and Insular Affairs Committee.
23. FARM LABOR. H. R. 9869, by Rep. Flynt, H. R. 9871, by Rep. Gathings, and H. R. 9875, by Rep. McIntire, to amend title V of the Agricultural Act of 1949, as amended; to Agriculture Committee.

H. R. 9872, by Rep. Green, Ore., to provide certain payments to assist in providing improved educational opportunities for children of migrant agricultural employees; to Education and Labor Committee.
24. IMPORTS. H. R. 9861, by Rep. Betts, to continue for a temporary period the existing suspension of duty on certain istle or Tampico fiber; to Ways and Means Committee.

H. R. 9878, by Rep. Machrowicz, to amend the Tariff Act of 1930 to impose a duty upon the importation of bread; to Ways and Means Committee.
25. PERSONNEL. H. R. 9883, by Rep. Morrison, and H. R. 9886, by Rep. O'Neill, to adjust the rates of basic compensation of certain officers and employees of the Federal Government; to Post Office and Civil Service Committee.

H. R. 9887, by Rep. Pelly, to amend section 6(c) of the Civil Service Retirement Act with respect to the retirement of employees engaged in the investigation, apprehension, or detention of persons suspected or convicted of violations of the criminal laws of the United States; to Post Office and Civil Service Committee.
26. TRANSPORTATION. H. R. 9864, by Rep. Burdick, to amend the Interstate Commerce Act, as amended, so as to strengthen and improve the national transportation system, insure the protection of the public interest; to Interstate and Foreign Commerce Committee.
27. COMMODITY EXCHANGE. H. R. 9865, by Rep. Cooley, to amend the Commodity Exchange Act, as amended; to Agriculture Committee.
28. GUAM. H. R. 9866, by Rep. Cooley, to establish Federal agricultural services to Guam; to Agriculture Committee.
29. HONEY. H. R. 9867, by Rep. Cooley, to amend the act relating to the importation of adult honeybees; to Agriculture Committee.
30. FRUITS AND VEGETABLE IMPORTS. H. R. 9880, by Rep. Clem Miller, to amend section 8(e) of the Agricultural Adjustment Act of 1933, as amended, and as reenacted and amended by the Agricultural Marketing Agreement Act of 1937, as amended, so as to provide for the extension of restrictions on imported commodities imposed by such section to all imported limes, grapefruit, lemons,

Digest of CONGRESSIONAL PROCEEDINGS

OFFICE OF
BUDGET AND FINANCE

(For Department
Staff Only)

OF INTEREST TO THE DEPARTMENT OF AGRICULTURE

Issued May 5, 1960

For actions of May 4, 1960

86th-2d, No. 81

CONTENTS

Appropriations.....	9,10,35
Area redevelopment.....	1,25
ASC committees.....	7
Buildings.....	23
Casein.....	30
Conservation.....	19
Budget.....	24,33
Depressed areas.....	1
Disaster relief.....	28
Expenditures.....	22,33
Farm credit.....	26,27
Farm labor.....	37
Farm program.....	17,31
Feed and seed.....	28
Fish and wildlife.....	14
Foreign trade.....	8,16
Forest roads.....	2
Forestry.....	29,36
Grapes and plums.....	13
Lands.....	4,27
Legislative program...	9,30
Minerals.....	6

National parks.....	18
Patent policy.....	21
Pay raises.....	7
Personnel.....	7,34
Plant patents.....	15
Price supports.....	24
Property.....	3
Public Law 480.....	8,16
Reclamation.....	5
Research.....	21
Rice.....	8,16
Roads.....	2
Special milk.....	35
Surplus commodities...	8,16
Tampico fiber imports...	11
Trade fair.....	20
Transportation.....	12
Watersheds.....	23,27
Wheat.....	8,16,17
Wilderness.....	32

HIGHLIGHTS: House passed depressed areas bill. House subcommittee voted to report Federal pay raise bill. Sen. Schoeppel and several Representatives spoke in favor of grain agreement with India.

HOUSE

1. DEPRESSED AREAS. Passed, 201 to 184, as reported S. 722, to establish an effective program to alleviate conditions of substantial and persistent unemployment and underemployment in certain economically depressed areas. During debate the House rejected three amendments in the nature of substitutes of which one (H. R. 4278), was the administration's proposal. As passed the bill authorizes \$251,000,000 for implementing the program rather than the \$379,500,000 originally proposed in S. 722. pp. 8744-8798

As passed by the House, the bill provides as follows:

Creates an Area Redevelopment Administration as a separate agency of the Executive Branch. Authorizes this agency to designate industrial and rural redevelopment areas (a rural area being any county (1) which is among the 500 counties ranking lowest in level of living of farm-operator families or (2) which is among the 500 counties having the highest percentage of commercial farms producing less than \$2,500 worth of products for sale annually). Authorizes the agency to make loans for industrial projects in industrial redevelopment areas out of a revolving fund of \$75 million, and to make loans for industrial projects in rural redevelopment areas out of another \$75 million revolving fund (these funds to be provided by appropriation). Authorizes the agency to make loans and grants for constructing or improving public facilities, or for purchasing or developing land for public facility usage,

in redevelopment areas. Vests additional authorities in HHFA to assist redevelopment areas. Authorizes HEW to provide information and financial assistance in connection with vocational training programs. Authorizes the Labor Department to pay subsistence up to 13 weeks for persons receiving vocational training.

2. ROADS. The Rules Committee reported a resolution for consideration of H. R. 10495, to authorize appropriations for the fiscal years 1962 and 1963 for the construction of certain highways and forest roads and trails. p. 8800
3. PROPERTY. The Government Activities Subcommittee of the Government Operations Committee voted to report H. R. 1319, to amend the Surplus Property Act so as to eliminate the requirement that property conveyed for historic-monument purposes must have been acquired by the U. S. on or before Jan. 1, 1960. p. D376
This Subcommittee also tabled H. R. 5993 and H. R. 6011, similar bills to permit certain real property heretofore conveyed to the board of supervisors of La. State University and Agricultural and Mechanical College to be used for general education purposes. p. D376
4. LANDS. The Interior and Insular Affairs Committee voted to report (but did not actually report) H. R. 11706, to authorize an extension of time for final proof of qualifications of certain entrymen under the desert land laws. p. D376
5. RECLAMATION. The Interior and Insular Affairs Committee voted to report (but did not actually report) H. R. 5098, to provide for the application and disposition of net revenues from the power development on the Grand Valley Federal reclamation project, Colo. p. D376
6. MINERALS. The Interior and Insular Affairs Committee voted to report (but did not actually report) H. R. 8860, to stabilize the mining of land and zinc by small domestic producers on public, Indian, and other lands. p. D376
7. PERSONNEL. The Post Office and Civil Service Committee voted to report (but did not actually report) H. R. 9883, the Federal pay raise bill. The "Daily Digest" states that the bill provides "a 9-percent increase for approximately 1,700,000 Federal employees with a minimum increase of \$350 per annum." Regarding ASC committeemen the "Daily Digest" states "it also provides for ASC county committee employees, in addition to the salary increase, retirement and life and health benefits provided under the Federal employees' retirement and insurance programs." p. D377
8. FOREIGN TRADE; SURPLUS COMMODITIES. Reps. Hoeven, Belcher, and Short commended the administration and this Department for their roles in the recent sale of 17 million tons of surplus U. S. wheat and rice to India under provisions of Public Law 480. pp. 8802-3
9. LEGISLATIVE PROGRAM. The "Daily Digest" states that on Thurs., May 5, the House will act on the conference report on H. R. 10401, the Interior and related agencies appropriation bill for 1961, and later will resume consideration of H. R. 11998, the Defense Department appropriation bill for 1961. p. D376

May 23, 1960

HOUSE

16. FARM PROGRAM. The Agriculture Committee reported, on May 20 (during adjournment), without amendment H. R. 12261, the Poage farm bill to modify market adjustment and price support programs for wheat and feed grains and to provide a high-protein food distribution program (H. Rept. 1635). p. 10082
17. FARM LABOR. The Agriculture Committee reported without amendment H. R. 12176 to extend the Mexican farm labor program until June 30, 1963. The bill also provides that no authority shall be conferred upon the Secretary of Labor to regulate the wages, hours, perquisites; or other conditions of employment of domestic farmworkers (H. Rept. 1642). p. 10083
18. GUAM. The Agriculture Committee reported with amendment H. R. 9866, to establish Federal agricultural services to Guam (H. Rept. 1639). p. 10083
19. LAND. The Agriculture Committee reported with amendment H. R. 11615, to amend the Watershed Protection and Flood Prevention Act to authorize Federal assistance on watershed projects prior to acquisition of land, easements, or rights-of-way (H. Rept. 1640). p. 10083
20. PUBLIC WORKS APPROPRIATION BILL, 1961. The Appropriations Committee reported on May 20 (during adjournment), without amendment this bill, H. R. 12326 (H. Rept. 1634). The "Daily Digest" states that this bill will be considered on May 24. p. D449
21. PERSONNEL. The Post Office and Civil Service Committee reported with amendment H. R. 9883, the Federal employees pay raise bill (H. Rept. 1636). p. 10082
22. PROPERTY. The Government Operations Committee reported with amendment H. R. 9996, to amend the Federal Property and Administrative Services Act of 1949 so as to prescribe procedures to insure that foreign excess property which is disposed of overseas will not be imported into the U. S. to the injury of the economy of this country. (H. Rept. 1638). p. 10083
23. GOVERNMENT OPERATIONS. Received the sixteenth annual report of the Government Operations Committee (H. Rept. 1637). p. 10083
24. FRUIT AND NUT IMPORTS. The Domestic Marketing Subcommittee of the Agriculture Committee voted to report to the full committee H. R. 3072, relating to the extension of the existing restrictions on imported commodities to lemons, oranges, figs, dates, and walnuts. p. D449
25. RYUKYU ISLANDS. Passed as reported H. R. 1157, to provide for promotion of economic and social development in the Ryukyu Islands by returning to them certain tax monies collected from persons living there. pp. 10061-5
26. RURAL MEDICINE. Rep. Wolf discussed and inserted a number of articles relating to the establishment of a medical center in a rural community which he uses as an example of "Rural America in action" in a program of self-help. pp. 10078-82

ITEMS IN APPENDIX

27. FOREST PRODUCTS. Rep. Ullman inserted an article which emphasizes the importance of continued development of our forest resources and points to the growing variety of uses being found. p. A4333
Rep. Dent inserted a statement present^{ed} on behalf of the hardwood plywood industry. pp. A4375-6
Extension of remarks of Rep. Porter expressing concern over the drop in prices for fir lumber and stating that warehouse stocks are up and that production is running ahead of order. p.A4383
28. RECREATION. Sen. Yarborough inserted an article which favors the establishment of the proposed Padre Island seashore park. pp. A4333-4
29. FARM PROGRAM. Extension of remarks of Rep. Johnson, Wis., stating that "it is an unfortunate fact that of the 17 leading farm commodities in my neighboring State of Minnesota, only calves and potatoes brought a price of better than 90 percent of parity in the month of April," and inserting an article, "Farm Costs Set New High for Second Month in Row, Prices Lag." pp. A4363-4
30. MILK SANITATION. Rep. Johnson, Wis., inserted an editorial commenting on the "ever-increasing support" for the proposed national milk sanitation legislation. p. A4372
31. LIBRARIES. Rep. Fogarty inserted his recent address, "Libraries, Education, and Society," which describes how legislation to aid libraries can enrich society and strengthen the Nation. pp. A4372-4
32. ELECTRIFICATION. Rep. Johnson, Wis., inserted an article, "Twenty-fifth Anniversary for REA -- Eleven Electric Co-ops, Including World's Largest, In This Area." pp. A4374-5

BILLS INTRODUCED

33. PERSONNEL. S. 3583, by Sen. Johnston, S. Car. (by request), and H. R. 12336, by Rep. Murray, to amend Section 507 of the Classification Act of 1949, as amended, with respect to the preservation of basic compensation in downgrading actions; to Senate and House Post Office and Civil Service Committees.
S. 3584, by Sen. Yarborough (by request), to amend the Civil Service Retirement Act so as to provide eligibility for annuities for certain employees who were serving on the date of the enactment of the act of May 22, 1920; to Post Office and Civil Service Committee. Remarks of author. pp. 9978-9
H. R. 12335, by Rep. Murray, and H. R. 12339, by Rep. Rees, Kan., to amend the Federal Employees' Group Life Insurance Act; to Post Office and Civil Service Committee.
H. R. 12337, by Rep. Murray, and H. R. 12340, by Rep. Rees, Kan., to provide for allotment and advancement of pay with respect to civilian employees of the United States in cases of emergency evacuations from certain areas; to Post Office and Civil Service Committee.
H. Res. 537, by Rep. Morrison, providing for the consideration of H. R. 9883, a bill to adjust the rates of basic compensation of certain officers and employees of the Federal Government; to Rules Committee.
34. EDUCATION. H. R. 12328, by Rep. Barden, to extend and improve the special education and rehabilitation services provided by the Federal Government; to Education and Labor Committee.

SALARY INCREASES FOR POSTAL AND OTHER FEDERAL EMPLOYEES

MAY 23, 1960.—Committed to the Committee of the Whole House on the State of the Union and ordered to be printed

Mr. MORRISON, from the Committee on Post Office and Civil Service, submitted the following

REPORT

[To accompany H.R. 9883]

The Committee on Post Office and Civil Service, to whom was referred the bill (H.R. 9883) to adjust the rates of basic compensation of certain officers and employees of the Federal Government, and for other purposes, having considered the same, report favorably thereon with an amendment and recommend that the bill as amended do pass.

AMENDMENT

The amendment proposed by the committee strikes all after the enacting clause and inserts in lieu thereof a substitute text which appears in the reported bill in italic type. An explanation of this amendment is contained in the section-by-section analysis of the bill, as reported.

STATEMENT

GENERAL

This legislation is recommended by the committee as a strong and timely reaffirmation of the historic policy of the Congress that employees of the Government of the United States shall receive fair compensation for the great public services they perform. In a broader sense, the restatement of this policy also constitutes recognition that personal services required for the conduct of the national affairs warrant consideration, in terms of salary and wage rates, at least equal to the consideration accorded personal services in private enterprise which operates with the protection and support of the Government.

2 SALARY INCREASES FOR POSTAL AND OTHER EMPLOYEES

SALARY ADJUSTMENTS AUTHORIZED

The bill, as amended by the committee, provides a 9-percent, across-the-board, salary increase for those categories of Federal employees customarily included in salary legislation, with a minimum increase of \$350 for employees covered by the postal field service schedule and the rural carrier schedule of the Postal Field Service Compensation Act of 1955, as amended (39 U.S.C. 971(a)), and the general schedule of the Classification Act of 1949, as amended (5 U.S.C. 1113(b)). The 9-percent increase also is authorized for agricultural stabilization and conservation county committee employees who carry out certain programs authorized by the Soil Conservation and Domestic Allotment Act (16 U.S.C. 590h(b)). The salary increases will be effective on the first day of the first pay period which begins on or after July 1, 1960.

The coverage of the reported bill and the estimated annual costs follow:

Section of bill	Coverage	Number of employees	Annual cost
101-105-----	Postal field service employees-----	535,000	\$272,300,000
202-----	Classification Act employees-----	980,000	534,610,000
203-----	Foreign Service Act employees-----	8,100	10,340,000
204-----	Employees in the Department of Medicine and Surgery in the Veterans' Administration.	19,300	14,670,000
205-----	Agricultural stabilization and conservation county committee employees.	15,000	17,800,000
206-----	Judicial branch employees-----	5,000	2,476,500
207-----	Employees of Senate and House of Representatives.	7,500	4,110,000
	Total-----	1,570,000	846,306,500

¹ Does not include \$3,995,000 cost for civil service retirement, group life insurance, and health benefits programs.

This legislation also extends to the agricultural stabilization and conservation county committee employees coverage of the civil service retirement, Federal employees' group life insurance, and Federal employees' health benefits programs. The effect is to grant these employees pay raises and fringe benefits on the basis already accorded to their fellow workers who are agricultural county extension agents.

SALARY INCREASES JUSTIFIED

All that postal and other Federal employees ever have asked of their Government is timely and fair salary provisions. They do not ask for any special or extraordinary treatment, but they rightfully expect not to suffer discrimination or to be sacrificed on the altar of personal or political ambitions. Committee deliberations on the salary problem this year demonstrate once more that the Federal employees can expect and obtain sympathetic and fair salary consideration only through appeals to their elected representatives in Congress. They cannot hope for proper recognition at high executive levels, in terms of fair compensation, for the loyal and efficient services they render.

The House Post Office and Civil Service Committee has considered Federal salary legislation in each of the last four Congresses, including the 86th Congress. Only once in this 7½-year period has there been an administrative proposal for upward salary adjustments—a 5-per-

cent increase during the 84th Congress. All other general salary increase bills have been bitterly opposed. Had the administrative recommendations been followed, over 500,000 postal workers and over 1 million other Federal employees might have received only a 5-percent increase in $7\frac{1}{2}$ years. There have been three vetoes of pay raise legislation during this period.

Notwithstanding constant administrative opposition, the Congress has succeeded in providing salary increases totaling nearly 20 percent for postal employees and slightly less for other Federal employees during this $7\frac{1}{2}$ -year period. Were it not for the intervention of Congress, therefore, Federal employees would be in even greater distress than they now find themselves.

Review of the record confirms the overwhelming weight of evidence presented, at extended committee hearings on H.R. 9883 and over 80 companion bills, that immediate and substantial Federal employee salary adjustments are necessary in the interest of efficiency in the Government and fairness to Government employees.

Representatives of postal and other Federal employees clearly demonstrated that their salaries are well below salaries paid their fellow workers in private enterprise whose levels of responsibility are comparable. These employees proved that their salaries have been, and are today, far behind the national economy. They proved that the burden of responsibility for this discriminatory situation rests squarely on the unyielding and unrealistic refusal of the heads of the great Government departments and agencies to consider any but their own desires.

On the other hand, the whole case in opposition to pay raises was rested on two specious arguments, neither of which is even persuasive. The administration wheeled up all the power and influence it could bring to bear in support of arguments that at best are remotely related. They argued only that there should be no pay raise because (1) it would adversely affect their rather optimistic prognosis of a \$4.2 billion budget surplus next year and (2) everybody should await the results of a comparative study of Federal and private enterprise salaries recently undertaken by the Bureau of Labor Statistics. The true issues completely escaped them.

These arguments beg the question. The first, in fact, is suspect as subordinating good Government and responsible employee-management relations to personal objectives and political advantage in an election year. Differently stated, administration spokesmen want to collect several hundred million dollars of their hoped-for surplus from the well-earned salaries of their own employees. Or it may be that they have in mind applying the amount saved, by refusing their employees deserved pay raises, to defray part of the cost of the multi-billion dollar foreign assistance, agriculture, urban renewal, highway, and other programs which they sponsor.

The second administration argument is equally transparent. For one thing, the Bureau of Labor Statistics study—on which opponents of pay raises insist everyone must wait—admittedly is directed to a very limited comparison of Federal classified and private enterprise positions. There is already more than adequate official data to compare salaries of the vast majority of postal and other Federal employees to salaries of their fellow workers in private enterprise. Moreover, if we look at precedent there is no certainty of any results from this

new study. It is reliably reported that at least 45 Presidential commissions have been established since 1953, but many of the studies later were abandoned and in some cases not even a report or public record was left. More specifically, there are the rather sad examples of the 1957 Cordiner and O'Connell reports on Federal civilian pay. The findings and recommendations in these reports still are gathering dust. Perhaps the reason is found in the report of the administration-sponsored O'Connell Committee, in these words:

Salaries fixed by statutes have not been adjusted in a timely and adequate manner in response to general changes in non-Federal salary levels.

or, again, in these words:

In general, Federal statutory salary rates are below non-Federal rates for comparable positions.

In any event, postal and other Federal employees understandably view with tongue in cheek the prospect of any action at all to adjust their salaries as a result of studies conducted within the executive branch.

POSTAL SALARIES

In order to further evaluate the conflicting testimony of postal employee and Post Office Department witnesses before the committee, the members who submit this report made further inquiry to develop certain basic data to provide a proper frame of reference for consideration of the adequacy of postal salary levels.

There are approximately 534,000 regular and substitute employees in the postal field service. Over 40 percent of these employees work and live in the metropolitan areas served by the 60 largest post offices. In other words, one-sixth of 1 percent of the 35,750 post offices employ two-fifths of all postal workers. These are the employees, and these are the cities and urban areas, concerned most directly with the postal pay provisions of H.R. 9883. Now, let us look at these cities and their environs and at the postal employees and their families who work and live there.

First of all, it is in the economic climate of these and similar cities that most of our postal workers must buy or rent homes, pay for groceries and meat and milk, clothe their wives and children, and pay medical and dental bills and a thousand other expenses. These are the cities, too, which in general reflect an average cost of living well above the national average and far above the levels in the smaller cities, towns, hamlets, and rural areas served by the remainder of the 35,750 post offices. These are the cities where it is impossible, on most postal salaries, to provide all necessities—let alone the few conveniences and luxuries required for the reasonable standard of living that all Americans should have.

Examining further, it is found that these 60 largest post offices, where such a large proportion of the postal employees work, are making a substantial revenue contribution to the budget surplus forecast for next year. Postal revenues from these post offices for the fiscal year 1959 were \$1.45 billion, against direct expenses of \$1.18 billion, or a difference of nearly \$270 million. This difference is almost exactly

equal to the total estimated cost of the postal pay increase provided by H.R. 9883. Certainly, it cannot be said that the 225,000 postal employees who work in these cities are causing any loss to the Government or that they are not more than paying their way for the postal service.

Results of the review relating to the cities served by these large post offices also were tested against statistical data and other evidence presented at the committee hearings by postal employee groups in support of salary adjustments and by administration representatives in opposition. Here, too, the conclusions are overwhelmingly in favor of salary increases.

Postal employee representatives adopted the only realistic and practical approach to a meaningful comparison of salaries and responsibilities in the Government and in private enterprise. In contrast, the approach by administration opponents of salary adjustments appears to be both unrealistic and evasive. The one single point of agreement was the selection by both sides of policemen and firemen to compare with letter carriers. This agreement was used as a point of departure, therefore, in this portion of the further review made by the committee majority.

Postal employee representatives submitted salary comparisons generally equated to the large metropolitan areas—such as the 60 referred to above, where 40 percent of all postal employees live and work. A tabulation of comparative salaries for policemen, firemen, and letter carriers in these large cities follows:

Letter carriers and clerks

	<i>Automatic salary range</i>
National salary schedule.....	\$4,035 to \$4,875.

Policemen and firemen

<i>City</i>	<i>Automatic salary range</i>
St. Paul, Minn.....	\$4,968 to \$5,928.
Minneapolis, Minn.....	\$5,544 to \$6,264.
Sacramento, Calif.....	\$5,520 to \$6,600.
Cincinnati, Ohio.....	\$5,048 to \$5,882.
Cleveland, Ohio.....	\$4,704 to \$5,502.
New York, N.Y.....	\$4,800 to \$6,181.
Boston, Mass.....	\$4,880 to \$5,500.
St. Louis, Mo.....	\$4,365 to \$5,305.
Seattle, Wash.....	\$4,920 to \$5,640.
Denver, Colo.....	\$4,716 to \$5,616.
Milwaukee, Wis.....	\$4,938 to \$5,726.
San Francisco, Calif.....	\$6,228 to \$6,828.
Chicago, Ill.....	\$4,800 to \$5,640.
Portland, Oreg.....	\$4,692 to \$5,580.
Oakland, Calif.....	\$6,396 to \$6,828.
Detroit, Mich.....	\$5,356 to \$5,938.
Washington, D.C.....	\$4,800 to \$6,840.

It is interesting to note that in Riverside, Calif. (where the scale for policemen and firemen is \$4,920 to \$6,000), it is reported that women assigned to checking parking meters, called "meter maids," start at \$410 a month, or \$74 higher than the entrance rate for most postal employees. The meter maids do even better in Los Angeles, where the monthly rate is \$489, or \$153 above the starting rate for most postal employees.

The following is a classified advertisement from a Detroit newspaper introduced in testimony before the committee:

Wanted—Janitor for city hall. Examples of work: Sweep, mop, scrub, and polish floors; clean and maintain lavatories; replace light bulbs. Starting salary, \$4,450; \$5,050 after 2 years.

Government mediators late in the past winter worked out the settlement of a strike of meatcutters and retail clerks in chainstores in the Washington, D.C., metropolitan area, calling for weekly wages of \$103 for meat cutters and \$97 for clerks. The letter carrier and postal clerk receives an average of \$89 a week in the same city. The much-publicized steel-strike settlement, with the aid of the Vice President of the United States and the Secretary of Labor, improved pay and fringe benefits for steelworkers—who already were being paid \$3.11 an hour before the strike. The postal clerk and the letter carrier with 20 years of service receives only \$3.06 an hour.

Since 1948, clerks and carriers with 25 years of service have received only a 34.5 percent net increase in pay, compared to a 63.3 percent increase in compensation per man-hour in private industry during the same period, according to a leading authority on economics. In each one of the past 10 years without exception hourly compensation of all employees in private industry has risen more than the Consumer Price Index published by the Bureau of Labor Statistics in the Department of Labor.

The validity of the foregoing comparisons is self-evident.

In sharp contrast, the Post Office Department, in opposing salary increases, recited quite another set of comparisons—pointedly aimed at an unfavorable comparison for its employees—based on the pay of policemen and firemen in much smaller cities and towns.

One such comparison, for instance, equated salaries of letter carriers to those of policemen and firemen in 48 State capitals (excluding Alaska and Hawaii). The total population of all 48 State capitals, according to the last decennial census, was 1.6 million less than the population of New York City alone. They include cities such as Carson City, Nev. (population 3,082), Pierre, S. Dak. (population 5,715), Dover, Del. (population 6,223), Annapolis, Md. (population 10,047), and Frankfort, Ky. (population 11,916). Ten of the cities are under 25,000, 17 are under 15,000, and 27 are under 100,000. The total of postal employees in all of the 48 cities is only 44,261, compared to a total of 129,201 in 17 of the cities referred to by employee witnesses. Nor has the tremendous surge of suburban growth in the past 10 years affected the 48 communities, in general, nearly so much as if has affected the larger cities cited by the employee representatives.

Another chart submitted by the Post Office Department attempts to compare salaries of letter carriers with those of policemen and firemen in 25 "selected locations." The "selected locations" are the hometowns of all of the committee members. However, the list includes only 5 of the 60 largest post offices. The remaining 20 in the last census ranged in population from 722 to 152,000, and the average population was 23,045. These 20 post offices employ only 3,300 postal workers. All together, excluding Bronx, N.Y. (part of the New York City post office) 24 of the 25 cities employ only 22,768 postal workers—slightly more than there are in Chicago alone. The purpose behind the selec-

tion of these locations is evident, but the attempted comparisons are completely beside the point.

The "Statistical Abstract of the United States," an official publication of the Bureau of the Census, sheds still further light on the relative values of the comparisons submitted by the employees and by the Post Office Department. In 1958, median incomes of males in urbanized areas were \$4,450 in areas of 1 million or more population, \$4,155 in areas of 250,000 to 999,999 population, and \$4,067 in areas of less than 250,000 population. Such incomes in nonurbanized areas were only \$3,699 in places of 25,000 or more and \$3,408 in places of less than 25,000. Median income of males in all urbanized areas (which include the largest post offices) were \$4,303, or 23.4 percent higher than the median of \$3,485 for nonurbanized areas—including many of the places used for salary comparisons by administration witnesses.

CLASSIFIED AND OTHER EMPLOYEE GROUPS

Information and evidence developed at the committee hearings and in the review by the majority of the committee with respect to postal salaries applies with equal force and effect to the provisions of H.R. 9883 relating to classified and other Federal employees.

It is the traditional policy of this committee, affirmed and reaffirmed many times by both Houses of the Congress, that classified and other salary groups shall be accorded treatment substantially equal to that determined proper for postal employees. The reported bill continues this time-honored and equitable policy. Employees in departments and agencies other than the postal service will receive the same 9-percent across-the-board pay raise granted postal workers, with a minimum \$350 increase for a large number of employees covered by the Classification Act of 1949 who would receive increases of less than \$350 were it not for this minimum.

Representatives of these other employee groups submitted complete, detailed, and persuasive evidence that their salaries, as in the case of postal employees, still lag far behind salaries paid their fellow workers having comparable levels of responsibility in private enterprise. Notwithstanding adjustments approved by the Congress in the past 20 years—in most instances, particularly during recent years, over strong administration opposition—Federal civilian pay rates remain well short of keeping these employees' salaries abreast of rising living costs and the general level of our expanding economy. The only thing these past salary adjustments have done—and this is not to minimize their value—is to keep the employees from falling so low in income that they would face extreme hardship and privation. In effect, such pay raises as have been approved enable the employees to barely keep their heads above water, but leave them constantly facing the imminent threat of going under. The increases have been entirely inadequate to relieve the heavy pressure of constant debt or to permit the large majority of these loyal Government workers from enjoying any participation in the great advances in standards of living that their friends and neighbors have achieved by staying out of the Government.

The majority of the committee, in its further review of the hearings and other available information, has been particularly impressed with the reported results of an independent survey—cited during the hearings but largely ignored by administration opponents of the legisla-

tion—with respect to the continuous decline in purchasing power of classified and other Federal employees. This survey discloses that the salaries of classified employees in the middle ranges—grades 5, 7, 9, 11, and 13, which include 419,734 employees—declined 20.3 percent from 1950 to 1960, notwithstanding salary adjustments approved by the Congress. This independent and unbiased conclusion means that in one short decade hundreds of thousands of Federal employees have been pushed 20 percent lower in their standards of living, in comparison to their friends and neighbors in private enterprise.

GOOD GOVERNMENT IS AT STAKE

The caliber of personal services available to the Government is crucial to the proper discharge of the tremendous responsibility imposed on the Government. Our Government bears the gravest burdens, has made the widest commitments, and performs the most vital functions in the world today. The safety, the economic, social, and cultural welfare, and the very existence of the United States and the free world depend largely on the efficiency of our Government civilian personnel.

These civilian personnel who are so important to the Nation are the ones who are concerned in this salary legislation. They are engaged in carrying out programs, authorized by the Congress, involving the annual expenditure of approximately \$79 billion and property valued at hundreds of billions of dollars. Their duties and responsibilities cover an infinite range of difficulty and complexity, extending from the simplest manual work to the highest professional and scientific skills—many of which are special requirements for Government programs and have no exact counterpart in private enterprise.

These employees are performing functions which are crucial to the national defense, safety, economy, and welfare. Large numbers of them act in direct support of defense activities or in other equally important tasks wherein failure might adversely affect the entire Nation.

There are many factors which influence men and women to enter the service of their Government and to make careers in the service. However, authorities generally agree that salary outweighs all other factors. Individuals work primarily to support themselves and their families. The head of a family is interested, more than anything else, in being able to provide the necessities of life and perhaps a few moderate conveniences and luxuries. He hopes to have a fair share of the fruits of the great advances America has attained in standards of living. He expects his salary to represent the fair market value of the services he renders to his Government. In principle, at least, there is no greater patriotic or moral obligation for him to work for the Government for less than his services are worth than there is for any Government contractor or Government-subsidized industry to sell its goods or services to the Government for a price lower than usual.

Weighed in the balance against the foregoing truths, the salary rates for postal and other Federal employees—particularly those in the lower levels and grades—are shamefully inadequate and have been for many years. Patriotism and zeal for public service has deprived untold thousands of Federal workers of the fair return for their labors

which they have a right to expect. High administrative officials, too often guided by personal and other less patriotic objectives, throughout the years have taken advantage of this public-spirited service and have continued to call on the people who do the actual work for the Government to make ever greater sacrifices. This refusal to recognize the worth of the services of Government employees by harnessing them to below-par salaries tends to destroy the strongest motivation for a superior work force by minimizing the one factor, salary, which outweighs all others. There is only one place that the employees can come with any hope for remedial measures; that is, to their Congress.

Approval of H.R. 9883 will not attain the desirable ultimate objective of bringing Federal employees' salaries completely up to the level of earnings of their fellow workers with comparable responsibilities in private enterprise. It will not completely restore our Federal employees to the relative position in our expanding economy which is desirable. However, it will constitute one further, and urgently needed, step toward these objectives and away from the brink of financial harassment and despair which faces many employees and their families today.

We are confident that this legislation will receive the same overwhelming support and approval in both Houses of the Congress that it received in the House Post Office and Civil Service Committee. In our judgment, the facts and the equities demand prompt and final approval of the salary increases provided by H.R. 9883.

SECTION-BY-SECTION ANALYSIS

TITLE I—POSTAL FIELD SERVICE EMPLOYEES

SHORT TITLE

Section 101 provides a short title for the provisions of title I of the proposed salary increase law—the "Postal Employees Salary Increase Act of 1960."

OFFICERS AND EMPLOYEES UNDER THE POSTAL FIELD SERVICE SCHEDULE

Section 102 provides for increases in the rates of per annum basic compensation of officers and employees subject to the postal field service schedule contained in section 301(a) of the Postal Field Service Compensation Act of 1955, as amended (39 U.S.C. 971(a)) by amending such schedule to provide new permanent rates of per annum basic compensation. In general, these new rates represent increases averaging 9 percent in the existing temporary per annum rates of basic compensation, except that the minimum increase will be \$350 per annum. These increases will become effective on the first day of the first pay period which begins on or after July 1, 1960.

EMPLOYEES UNDER THE RURAL CARRIER SCHEDULE

Section 103(a) amends the rural carrier schedule to provide for an increase of 9 percent in the compensation of rural carriers, based on the compensation of the rural carrier on a 42-mile route. This increase corresponds to the permanent increase in the compensation of city

letter carriers (provided for by sec. 102) with whom the rural carrier on the 42-mile route traditionally is aligned with respect to rates of compensation.

Section 103(b) amends section 302(c) of the Postal Field Service Compensation Act of 1955, as amended (39 U.S.C. 972(c)), which now provides that the Postmaster General may pay such additional compensation as he may determine to be fair and reasonable in each individual case to rural carriers serving heavily patronized routes not exceeding 61 miles in length, but that he may not pay additional compensation to a carrier serving such a route in an amount which would exceed \$5,165 during the period for which the temporary salary rates provided by the act approved May 27, 1958, as amended (39 U.S.C. 971-974) shall be in effect, or \$5,035 thereafter. Such temporary period will end immediately before the first day of the first pay period which begins in the calendar year 1961.

The amendment made by section 103(b) strikes out both the temporary \$5,165 limitation and the permanent \$5,035 limitation contained in existing law and inserts in lieu thereof language which provides that the Postmaster General may pay such additional compensation as he may determine to be fair and reasonable in each individual case to rural carriers serving heavily patronized routes not exceeding 61 miles in length, but that he may not pay additional compensation to a carrier serving such a route in an amount which, when added to the basic salary for the maximum step in the rural carrier schedule for the route served by such carrier, would increase the total compensation of such carrier to an amount in excess of the basic salary for the maximum step in the rural carrier schedule for a route 61 miles in length.

The increases in the rates of compensation provided for by section 103(a) and the maximum limitation on total compensation which may be paid to rural carriers serving heavily patronized routes provided for by section 103(b) will become effective on the first day of the first pay period which begins on or after July 1, 1960.

POSTMASTERS IN POST OFFICES OF THE FOURTH CLASS

Section 104 provides for permanent increases in the rates of per annum basic compensation of postmasters at post offices of the fourth class by amending the fourth-class office schedule contained in section 303(a) of the Postal Field Service Compensation Act of 1955, as amended (39 U.S.C. 973), including the temporary salary rates provided by the act approved May 27, 1958 (72 Stat. 146), to provide new rates of per annum basic compensation for such postmasters. In general, these new rates represent increases averaging 9 percent in the per annum rates of basic compensation of such postmasters. These increases will become effective on the first day of the first pay period which begins on or after July 1, 1960.

RELATED PROVISIONS COVERING POSTAL FIELD SERVICE EMPLOYEES

Section 105(a) repeals section 304(c) of the Postal Field Service Compensation Act of 1955, as amended (39 U.S.C. 974(c)). Such section 304(c) provides, in effect, that the temporary rates of per annum basic compensation for officers and employees covered by the

postal field service schedule, the rural carrier schedule, and the Fourth-Class Office Schedule of such act, authorized by the act approved May 27, 1958 (39 U.S.C. 971-973), shall be in effect during a period which will end immediately before the first day of the first pay period which begins in the calendar year 1961. This provision for termination of such temporary rates of per annum basic compensation will no longer be necessary upon enactment of H.R. 9883 with the committee amendment. The reported bill will replace the three schedules referred to (including the temporary salary rates contained therein under existing law) with a new postal field service schedule, rural carrier schedule, and fourth-class office schedule, each of which will be permanent and will become effective on the first day of the first pay period which begins on or after July 1, 1960.

Section 105(b) provides, in effect, that an increase in the rate of per annum basic compensation under title I of the committee amendment, or similarly granted thereafter under any other law, shall not be considered to be an "equivalent increase" in basic salary within the purview of section 401(a) of the Postal Field Service Compensation Act of 1955 (39 U.S.C. 981(a)). Such section 401(a) (which relates to automatic advancement by step increases for postal field service employees) provides that a step increase may be granted only if no "equivalent increase" in basic salary from any cause was received by an employee during the period of service on the basis of which such step increase otherwise would be granted.

The amendment made by section 105(b) of the committee amendment makes it clear, therefore, that the receipt by postal field service employees of the increases in basic compensation provided for by title I of the committee amendment, or granted by any later law, will not have the effect of depriving any such employee of any regular periodic step increase to which he otherwise would be entitled under any provision of section 401 of the Postal Field Service Compensation Act of 1955, as amended.

Section 105(c) continues in effect the protection, provided by section 504 of the Postal Field Service Compensation Act of 1955 (39 U.S.C. 994), for certain postal field service employees against reduction of their former rates of compensation by reason of the operation of the postal field service classification and salary system provided by such act.

Certain postal field service employees have been enabled, pursuant to such section 504, to retain previously existing salary rates which are in excess of the respective maximum scheduled rates of the respective salary levels of the postal field service schedule, the rural carrier schedule, or the fourth-class office schedule, as the case may be, to which the positions of such employees have been allocated in the manner provided by the Postal Field Service Compensation Act of 1955. This "saved salary" protection is continued by the committee amendment, which provides that the annual rate of basic salary of any officer or employee whose existing basic salary, by reason of the operation of section 504 of the Postal Field Service Compensation Act of 1955, is at a rate between two scheduled rates or above the highest scheduled rate in the applicable schedule of rates will be increased by an amount equal to the amount of the increase made by title I of the committee amendment in the next lower salary rate in such schedule. For example, under section 105(c) of the committee

amendment an employee whose position is ranked in salary level PFS-6, but whose existing rate of basic salary is above the maximum scheduled rate of such salary level, will receive the same amount of increase as will be provided under title I for the per annum rate of step 7 of salary level PFS-6.

Section 105(d) relates to the salaries which shall be paid to postal field service employees who are temporarily assigned, for periods of limited duration, to perform duties and responsibilities which are not included in the descriptions of their own positions.

Section 204(b) of the Postal Field Service Compensation Act of 1955 (39 U.S.C. 964(b)) provides, in effect, that when an employee is assigned for a period of limited duration to duties and responsibilities not included in the description of his own position such assignment shall be without change in compensation if not more than 30 days of work are performed in a calendar year under such an assignment. Such subsection further provides (with one exception) that any such employee who is assigned for more than 30 days in any calendar year to perform work in a position which is a salary level higher than the salary level of the position of such employee will be paid, for time in excess of 30 days under such assignment, basic salary computed in accordance with section 502(a) of the act. Section 502(a) contains provisions for certain minimum salary increases to be paid to any employee who is promoted or transferred to a position in a higher salary level. Thus, the effect of the 30-day provisions in section 204(b) is to provide for payment at the higher salary level for services performed in excess of 30 days in a calendar year by an employee who is assigned to perform duties of a position which is at a salary level higher than the salary level for his regular position.

Under the exception, when the assignment of an employee to perform the duties of a higher level position is for the purpose of serving in a relief capacity for his supervisor granted compensatory time pursuant to section 603, there will be no increase in pay regardless of the number of days the employee serves in that capacity. The exception is provided on the assumption that there is little likelihood that the extra assignment in a relief capacity will so burden the employee as to require additional compensation. Arrangement of work ordinarily will permit a supervisor to take his compensatory time during slack periods. The subordinate employee relieving the supervisor will have comparatively few additional duties and responsibilities under these circumstances.

The amendment made by section 105(d) of the reported bill strikes out the 30-day limitations contained in section 204(b) of the Postal Field Service Compensation Act of 1955 and inserts in lieu thereof 5-day limitations. Under the committee amendment, therefore, subject to the one exception pointed out above, any employee who is assigned for more than 5 days in any calendar year to perform work in a position which is in a salary level higher than the salary level of the regular position of such employee will be paid, for time in excess of 5 days, basic salary computed in accordance with section 502(a) of the act—that is, the same salary to which he would have been entitled under such section 502(a) had he been promoted or transferred to the position at such higher salary level instead of having been assigned to perform the duties of such position for a period or periods of limited duration.

Section 105(e) of title I of the committee amendment provides that all of the provisions of such title shall have the same force and effect within Guam as they will have within other possessions of the United States. Such section 105(d) clarifies the intention that all of the provisions of title I of the committee amendment shall apply to Guam, notwithstanding the provision, contained in section 25(b) of the Organic Act of Guam (64 Stat. 391), that—

* * * no law of the United States hereafter enacted shall have any force or effect within Guam unless specifically made applicable by Act of the Congress either by reference to Guam by name or by reference to "possessions" * * *.

TITLE II—GOVERNMENT EMPLOYEES GENERALLY

SHORT TITLE

Section 201 provides a short title for the provisions of title II of the proposed salary increase law—the "Federal Employees Salary Increase Act of 1960."

OFFICERS AND EMPLOYEES UNDER THE CLASSIFICATION ACT OF 1949

Section 202(a) provides for increases in the rates of per annum basic compensation of officers and employees subject to the Classification Act of 1949, as amended, by amending the compensation schedule contained in section 603(b) of such act, as amended, to provide new rates of per annum basic compensation. In general these new rates represent increases in per annum basic compensation averaging 9 percent, with a maximum salary limitation or ceiling of \$19,000—the rate provided by the schedule for grade GS-18. The minimum increase will be \$350 per annum. These increases will become effective on the first day of the first pay period which begins on or after July 1, 1960.

RULES FOR INITIAL ADJUSTMENT OF BASIC COMPENSATION INCREASES UNDER CLASSIFICATION ACT OF 1949

Section 202(b) sets forth rules for the initial adjustment of the rates of basic compensation of those officers and employees to whom section 202(a) applies to the new rates of basic compensation in the schedule amended by section 202(a).

Paragraph (1) of section 202(b) applies to each officer or employee who is receiving basic compensation, immediately prior to the effective date of section 202, at one of the scheduled rates or longevity rates of a grade of the general schedule of the Classification Act of 1949, as amended. Such officer or employee will receive a new rate of basic compensation at the corresponding scheduled rate or longevity rate in effect on and after such effective date of section 202.

Paragraph (2) of section 202(b) applies to each officer or employee who is receiving basic compensation, immediately prior to the effective date of section 202, at a rate between two scheduled rates or two longevity rates, or at a rate between a scheduled rate and a longevity rate, of a grade of the general schedule of the Classification Act of 1949, as amended. Such officer or employee will receive a new rate of basic compensation at the higher of the two corresponding rates in effect on and after such effective date of section 202.

Paragraph (3) of section 202(b) applies to each officer or employee (other than an officer or employee to whom par. (4) of sec. 202(b) applies) who is receiving basic compensation, immediately prior to the effective date of section 202, at a rate in excess of the maximum longevity rate of his grade, or at a rate in excess of the maximum scheduled rate of his grade (if there is no longevity rate for his grade), of the Classification Act of 1949, as amended. Such officer or employee will receive a new rate of basic compensation at a rate equal to the rate which he received immediately prior to such effective date of section 202, increased by an amount equal to the amount of the increase made by section 202(a) in the maximum longevity rate, or in the maximum scheduled rate, as the case may be, of his grade of the Classification Act of 1949 as amended. This new rate which he will receive will remain in effect until he leaves his position or until he becomes entitled to receive basic compensation at a higher rate by reason of the operation of the Classification Act of 1949, as amended. However, when his position becomes vacant, the rate of basic compensation of any later appointee to such position will be fixed in accordance with applicable provisions of the Classification Act of 1949, as amended.

Paragraph (4) of section 202(b) applies to each officer or employee who is receiving immediately prior to the effective date of section 202, pursuant to paragraph (4) of section 2(b) of the Federal Employees Salary Increase Act of 1955, an existing aggregate rate of compensation, determined under section 208(b) of the act of September 1, 1954 (68 Stat. 1111; Public Law 763, 83d Cong.), plus the amount of the increase provided by section 2 of the Federal Employees Salary Increase Act of 1955 and by section 2 of the Federal Employees Salary Increase Act of 1958. Such officer or employee will receive an aggregate rate of compensation equal to the sum of (1) his existing aggregate rate of compensation determined under the savings provisions of section 208(b) of the act of September 1, 1954, referred to above, and (2) the amount of the increase provided by section 2 of the Federal Employees Salary Increase Act of 1955, and (3) the amount of the increase provided by section 2 of the Federal Employees Salary Increase Act of 1958, and (4) the amount of the increase made by section 202 of this bill in the maximum longevity rate of his grade. This rate will remain in effect for such officer or employee until he leaves his position or until he is entitled to receive aggregate compensation at a higher rate by reason of the operation of title II of the bill or any other law. However, when the position becomes vacant, the aggregate rate of compensation of any later appointee thereto will be fixed in accordance with applicable provisions of law. Paragraph (4) of section 202(b) also contains a provision to the effect that, subject to the possibility that any such officer or employee may leave his position or may become entitled to aggregate compensation at an even higher rate, the amount of the increase provided by section 202 is to be held and considered, for the savings purposes of section 208(b) of the act of September 1, 1954, to constitute a part of the existing aggregate rate of compensation of the officer or employee.

OFFICERS AND EMPLOYEES SUBJECT TO THE FOREIGN SERVICE ACT
OF 1946

Section 203 provides increases in the per annum rates of salary of certain officers and employees subject to the Foreign Service Act of 1946.

Section 412 of such act (22 U.S.C. 867) has 10 classes of Foreign Service officers, including the classes of career ambassador and of career minister. The per annum salary of a career ambassador is \$20,000. The per annum salary of a career minister is \$19,250. The respective per annum salaries for other Foreign Service officers within such classes are set forth in the schedule contained in such section 412. The maximum annual rate set forth in such schedule is \$18,700.

This schedule has no overlapping of rates between consecutive classes, with the exception of the lowest class which is the entrance-probationary level. All classes have the same number of step rates to provide equitable recognition and pay treatment for all officers in all classes as well as appropriate recognition of seniority in class.

Section 415 of such act (22 U.S.C. 870) has 22 classes of Foreign Service staff officers and employees. The respective per annum salaries for officers and employees within such classes are set forth in the schedule contained in such section 415. The maximum annual rate set forth in such schedule is \$13,160.

The schedule contained in such section 415 provides the same structure for the Foreign Service staff corps as contained in the Foreign Service Act of 1946 when it first became effective on November 13, 1946. The present rates in the schedule contained in such section 415, however, are the result of the several salary increases provided by law in 1948, 1951, 1955, and 1958. Section 203 of the bill contains increases for the Foreign Service of the United States based on the 9-percent increase proposed for the rates of the general schedule of the Classification Act of 1949 by section 202 of the bill. Accordingly, the two schedules set forth in sections 412 and 415 of the Foreign Service Act of 1946 are adjusted by 9 percent. In accordance with the needs of the Foreign Service of the United States the existing structures of the two schedules are kept intact, except that the top rates of the Foreign Service officer schedule have been compressed to keep below the Assistant Secretary level. Therefore, the present salary relationships between the general schedule of the Classification Act of 1949 and these two schedules contained in sections 412 and 415 of the Foreign Service Act of 1946 are also maintained.

It may be noted that section 203(d) contains a provision for the initial adjustment of the compensation of Foreign Service officers, Reserve officers, and Foreign Service staff officers and employees who are entitled to receive basic compensation immediately prior to the effective date of section 203 at one of the step rates provided by section 412 or 415 of the Foreign Service Act of 1946. These officers and employees will receive basic compensation on or after the effective date of section 203 at the corresponding step rate as provided by such section 412 or section 415 as amended by section 203.

OFFICERS AND EMPLOYEES IN THE DEPARTMENT OF MEDICINE AND SURGERY IN THE VETERANS' ADMINISTRATION

Section 204 provides 9 percent increases in certain per annum rates of salary for officers and employees in the Department of Medicine and Surgery in the Veterans' Administration set forth in chapter 73 of title 38 of the United States Code.

Section 204(a) amends section 4103(b) of such chapter so as to increase the annual salary of the Chief Medical Director of the Department of Medicine and Surgery from \$19,580 to \$21,345.

Section 204(b) amends section 4103(c) of such chapter so as to increase the annual salary of the Deputy Chief Medical Director of the Department of Medicine and Surgery from \$18,480 to \$20,145.

Section 204(c) amends section 4103(d) of such chapter in two respects:

First, the annual salary of each Assistant Chief Medical Director of the Department of Medicine and Surgery is increased from \$17,380 to \$18,945.

Second, the minimum and maximum annual salary limitations for the positions of directors of service or chiefs of division are increased from the existing limitations of \$14,545 minimum to \$16,500 maximum to the new limitations of \$15,855 minimum to \$17,985 maximum. The increases in such limitations do not constitute automatic increases in the rates of salary within the pay ranges established by such limitations but will permit the appropriate adjustment of such rates of salary in accordance with the new limitations by the exercise of administrative authority.

Section 204(d) amends section 4103(e) of such chapter by increasing the minimum and maximum annual salary limitations for the Director of Nursing Service and the Deputy Director of Nursing Service. The limitations for the Director of Nursing Service are increased from the existing limitations of \$12,770 minimum to \$13,970 maximum to the new limitations of \$13,920 minimum to \$15,230 maximum. The limitations for the Deputy Director of Nursing Service are increased from the existing limitations of \$11,355 minimum to \$12,555 maximum to the new limitations of \$12,380 minimum to \$13,685 maximum. The increases in such limitations do not constitute automatic increases in the rates of salary within the pay ranges established by such limitations but will permit the appropriate adjustment of such rates of salary in accordance with the new limitations by the exercise of appropriate authority.

Section 204(e) amends section 4103(f) of such chapter by increasing the minimum and maximum annual salary limitations for Chief Pharmacist, Chief Dietitian, Chief Physical Therapist, and Chief Occupational Therapist in the Department of Medicine and Surgery. The existing limitations of \$12,770 minimum to \$13,970 maximum for the Chief Pharmacist and the Chief Dietitian are increased to the new limitations of \$13,920 minimum to \$15,230 maximum. The existing limitations of \$11,355 minimum to \$12,555 maximum for the

Chief Physical Therapist and the Chief Occupational Therapist are increased to the new limitations of \$12,380 minimum to \$13,685 maximum. The increases in such limitations do not constitute automatic increases in the rates of salary within the pay ranges established by such limitations but will permit the appropriate adjustment of such rates of salary in accordance with the new limitations by the exercise of appropriate authority.

Section 204(f) amends section 4107 of such chapter to increase the minimum and maximum annual salary limitations for employees of the Medical Service, Dental Service, and Nursing Service of the Department of Medicine and Surgery. These increases in minimum and maximum annual salary limitations do not constitute automatic increases in the rates of salary within the new pay ranges established by such limitations. However, such increases in annual salary limitations will permit the appropriate adjustment of the rates of salary within the new pay ranges by the exercise of administrative authority.

Section 204(g) amends section 4108(d) of such chapter which now prescribes an allowance of 15 percent of basic pay, in addition to the regular basic pay, for persons rated as medical, surgical, or dental specialists, and also establishes \$16,000 as the maximum annual amount of pay plus such allowance which any such specialist may be granted. The amendment made by section 204(g), in conformity with the salary increase provisions of section 204 generally, increases the authorized maximum annual amount of pay plus such allowance from \$16,000 to \$17,440.

AGRICULTURAL STABILIZATION AND CONSERVATION COUNTY COMMITTEE EMPLOYEES

Section 205(a) provides for increases in the rates of per annum compensation of persons employed by the county committees established pursuant to section 8(b) of the Soil Conservation and Domestic Allotment Act (16 U.S.C. 590h(b)). These increases will be in amounts equal, so far as is practicable, to the increases provided for corresponding rates of compensation applicable to other classes of employees covered by the committee amendment. In general, the increases will average 9 percent of existing rates of compensation of the county committee employees concerned.

The individuals whose rates of compensation will be increased by section 205(a) are engaged in the performance of Federal functions under the jurisdiction of the U.S. Department of Agriculture in carrying out programs authorized by the Soil Conservation and Domestic Allotment Act. Their existing rates of compensation are established administratively, subject to approval by officials of the Department of Agriculture, in a salary schedule which is patterned in general along the lines of the general schedule of the Classification Act of 1949, as amended, except that the salary schedule for such employees consists of only 10 grades. The existing rates of compensation are printed in roman, and the increased rates provided for by

18 SALARY INCREASES FOR POSTAL AND OTHER EMPLOYEES

section 205(a) of the committee amendment are printed in *italic*, in the following schedule:

Salary schedule for ASC county office employees

CO and COF grade	Per annum step rates							Longevity		
	1	2	3	4	5	6	7	x	y	z
Present rate 10.....	\$7,000	\$7,150	\$7,300	\$7,450	\$7,600	\$7,750	\$7,900	\$8,050	\$8,200	\$8,350
Proposed rate 10.....	<i>7,630</i>	<i>7,794</i>	<i>7,957</i>	<i>8,121</i>	<i>8,284</i>	<i>8,448</i>	<i>8,611</i>	<i>8,775</i>	<i>8,938</i>	<i>9,102</i>
Present rate 9.....	6,000	6,150	6,300	6,450	6,600	6,750	6,900	7,050	7,200	7,350
Proposed rate 9.....	<i>6,540</i>	<i>6,704</i>	<i>6,867</i>	<i>7,031</i>	<i>7,194</i>	<i>7,358</i>	<i>7,521</i>	<i>7,685</i>	<i>7,848</i>	<i>8,012</i>
Present rate 8.....	5,000	5,150	5,300	5,450	5,600	5,750	5,900	6,050	6,200	6,350
Proposed rate 8.....	<i>5,450</i>	<i>5,614</i>	<i>5,777</i>	<i>5,941</i>	<i>6,104</i>	<i>6,268</i>	<i>6,431</i>	<i>6,595</i>	<i>6,758</i>	<i>6,922</i>
Present rate 7.....	4,100	4,250	4,400	4,550	4,700	4,850	5,000	5,150	5,300	5,450
Proposed rate 7.....	<i>4,469</i>	<i>4,633</i>	<i>4,796</i>	<i>4,960</i>	<i>5,123</i>	<i>5,287</i>	<i>5,450</i>	<i>5,614</i>	<i>5,777</i>	<i>5,941</i>
Present rate 6.....	3,810	3,920	4,030	4,140	4,250	4,360	4,470	4,580	4,690	4,800
Proposed rate 6.....	<i>4,153</i>	<i>4,273</i>	<i>4,393</i>	<i>4,513</i>	<i>4,633</i>	<i>4,752</i>	<i>4,872</i>	<i>4,992</i>	<i>5,112</i>	<i>5,232</i>
Present rate 5.....	3,560	3,670	3,780	3,890	4,000	4,110	4,220	4,330	4,440	4,550
Proposed rate 5.....	<i>3,880</i>	<i>4,000</i>	<i>4,120</i>	<i>4,240</i>	<i>4,360</i>	<i>4,480</i>	<i>4,600</i>	<i>4,720</i>	<i>4,840</i>	<i>4,960</i>
Present rate 4.....	3,310	3,420	3,530	3,640	3,750	3,860	3,970	4,080	4,190	4,300
Proposed rate 4.....	<i>3,608</i>	<i>3,728</i>	<i>3,848</i>	<i>3,968</i>	<i>4,087</i>	<i>4,207</i>	<i>4,327</i>	<i>4,447</i>	<i>4,567</i>	<i>4,687</i>
Present rate 3.....	3,060	3,155	3,250	3,345	3,440	3,535	3,630	3,725	3,820	3,915
Proposed rate 3.....	<i>3,335</i>	<i>3,439</i>	<i>3,542</i>	<i>3,646</i>	<i>3,750</i>	<i>3,853</i>	<i>3,957</i>	<i>4,060</i>	<i>4,164</i>	<i>4,267</i>
Present rate 2.....	2,810	2,905	3,000	3,095	3,190	3,285	3,380	3,475	3,570	3,665
Proposed rate 2.....	<i>3,063</i>	<i>3,166</i>	<i>3,270</i>	<i>3,374</i>	<i>3,477</i>	<i>3,581</i>	<i>3,684</i>	<i>3,788</i>	<i>3,891</i>	<i>3,995</i>
Present rate 1.....	2,560	2,655	2,750	2,845	2,940	3,035	3,130	3,225	3,320	3,415
Proposed rate 1.....	<i>2,790</i>	<i>2,894</i>	<i>2,997</i>	<i>3,101</i>	<i>3,205</i>	<i>3,308</i>	<i>3,412</i>	<i>3,515</i>	<i>3,619</i>	<i>3,722</i>

It is to be observed that the salary increases provided for by section 205(a) are mandatory and will become effective on the first day of the first pay period of the employees concerned which begins on or after July 1, 1960—as is the case with respect to the salary increases provided for other classes of employees under the committee amendment.

Section 205(b)(1) extends the coverage of the Civil Service Retirement Act, as amended (5 U.S.C. 2252), to persons employed by the county committees established pursuant to section 8(b) of the Soil Conservation and Domestic Allotment Act—that is, the persons for whom salary increases are provided by section 205(a) of the committee amendment. This extension of coverage of the Civil Service Retirement Act is subject to three specific requirements.

Under the first such requirement, the Secretary of Agriculture is directed to prescribe and issue appropriate regulations to provide a means of effecting the application and operation of the Civil Service Retirement Act with respect to the persons brought within coverage of such act by the committee amendment.

Under the second requirement, the U.S. Civil Service Commission is directed to accept the certification of the Secretary of Agriculture or his designee with respect to service rendered by the county committee employees, prior to the effective date of the committee amendment, which is creditable for purposes of the Civil Service Retirement Act.

Under the third such requirement, service rendered by any such county committee employee before the effective date of the committee amendment may be included in computing total creditable service for purposes of the Civil Service Retirement Act only if (1) the employee has to his credit at least 5 years of allowable service under such act

(including service allowable under the committee amendment) and (2) within 2 years after the effective date of the committee amendment the employee deposits in the civil service retirement and disability fund, with interest, a sum equal to the total of the amounts which would have been deducted from his salary, during the period of service for which civil service retirement credit is claimed, had he been subject to the Civil Service Retirement Act during such period. Interest on such deposits shall be computed at the rates of 4 percent per annum to December 31, 1947, and 3 percent per annum thereafter, compounded on December 31 of each year.

Section 205(b)(2) provides that civil service retirement annuity benefits provided for by section 205(b) of the committee amendment shall be paid from the civil service retirement and disability fund notwithstanding any other provision of law. This specific authorization is necessary to carry out the intent of section 205(b) that the annuity benefits granted thereby shall be paid from the fund without regard to any existing law which requires, as a condition precedent to the payment of any benefits from the fund, an appropriation to reimburse the fund for the cost of such benefits.

Section 205(c) extends the coverage of the Federal Employees' Group Life Insurance Act of 1954, as amended (5 U.S.C. 2091), to persons employed by the county committees established pursuant to section 8(b) of the Soil Conservation and Domestic Allotment Act—that is, the persons for whom salary increases and retirement benefits are provided by subsections (a) and (b) of section 205 of the committee amendment. This extension of coverage—provided by an amendment which adds a new subsection (d) at the end of section 2 of the Federal Employees Group Life Insurance Act of 1954, as amended—is authorized under such conditions of eligibility as the U.S. Civil Service Commission by regulation may prescribe, and the Secretary of Agriculture is required to prescribe and issue appropriate regulations to provide a means of effecting the application and operation of the new subsection (d) of section 2 of the Federal Employees' Group Life Insurance Act of 1954 with respect to such persons.

Section 205(d) extends the coverage of the Federal Employees Health Benefits Act of 1959 (5 U.S.C. 3002), to persons employed by the county committees established pursuant to section 8(b) of the Soil Conservation and Domestic Allotment Act—that is, the persons for whom salary increases and retirement and life insurance coverage are provided by subsections (a), (b), and (c) of section 205 of the committee amendment. This extension of coverage—provided by an amendment which adds a new subsection (f) at the end of section 3 of the Federal Employees Health Benefits Act of 1959—is authorized under such conditions of eligibility as the U.S. Civil Service Commission by regulation may prescribe, and the Secretary of Agriculture is required to prescribe and issue appropriate regulations to provide a means of effecting the application and operation of the new subsection (f) of section 3 of the Federal Employees Health Benefits Act of 1959 with respect to such persons.

The salary increases and the extension of the civil service retirement, Federal employees' group life insurance, and Federal employees health benefit programs, provided for by section 205 of the committee amendment, will become effective on the first day of the first pay period of the employees concerned which begins on or after July 1, 1960.

OFFICERS AND EMPLOYEES IN THE JUDICIAL BRANCH OF THE
GOVERNMENT

Section 206 of the bill provides for increases in the rates of basic compensation of certain officers and employees in the judicial branch of the Government in amounts which are equal to the increases provided for by section 202 of the bill increasing rates of compensation for officers and employees subject to the Classification Act of 1949.

Section 206(a) of the bill extends these increases to the following officers and employees in the judicial branch:

(1) Clerical, stenographic, and other assistants of the referees in bankruptcy whose respective rates of compensation are fixed by the Director of the Administrative Office of the U.S. Courts under paragraph (2) of subdivision a of section 62 of the Bankruptcy Act (11 U.S.C. 102(a)(2));

(2) Probation officers and clerical help whose salaries are fixed by the Director of the Administrative Office of the U.S. Courts under section 3656 of title 18 of the United States Code;

(3) Employees of the Administrative Office of the U.S. Courts whose respective rates of compensation are fixed in accordance with the Classification Act of 1949 by the Director of such Office under the third sentence of section 603 of title 28 of the United States Code;

(4) Clerks of court, deputies, librarians, criers, messengers, law clerks, secretaries, stenographers, clerical assistants, and other employees of the courts whose respective rates of compensation are fixed by the Director of the Administrative Office of the U.S. Courts, under the supervision and direction of the Judicial Conference of the United States, under authority of section 604(a)(5) of title 28 of the United States Code;

(5) The Marshal of the Supreme Court of the United States whose compensation is fixed by such Court under section 672 of title 28 of the United States Code and necessary assistants and other employees to attend such Court whose respective rates of compensation are fixed by the Marshal under such section;

(6) The Reporter of the Supreme Court of the United States whose compensation is fixed by such Court under section 673 of title 28 of the United States Code and professional and clerical assistants and other employees whose respective rates of compensation are fixed by such Reporter, with the approval of such Court or the Chief Justice of the United States, under such section;

(7) The librarian of the Supreme Court of the United States whose salary is fixed by such Court under section 674 of title 28 of the United States Code and assistants to the librarian whose respective rates of compensation are fixed by such librarian, with the approval of the Chief Justice of the United States, under such section;

(8) Law clerks and secretaries to the Chief Justice and Associate Justices of the Supreme Court of the United States whose respective salaries are fixed by such Court under section 675 of title 28 of the United States Code.

(9) The Deputy Director of the Administrative Office of the U.S. Courts whose annual rate of compensation is prescribed by section 107(a)(6) of the act of July 31, 1956, as amended (5 U.S.C. 2206(a)(6)).

Section 206(b) provides comparable increases in the compensation of secretaries and law clerks of Federal circuit and district judges.

The general salary structure for these secretaries and law clerks is provided for in the annual appropriation acts for the judicial branch for each fiscal year.

For example, the pertinent provision of the Judiciary Appropriation Act, 1960 (title III of the Departments of State and Justice, the Judiciary, and Related Agencies Appropriation Act, 1960; 73 Stat. 192; Public Law 86-84), is as follows:

SALARIES OF SUPPORTING PERSONNEL

For salaries of all officials and employees of the Federal Judiciary, not otherwise specifically provided for, \$21,426,000: *Provided*, That the compensation of secretaries and law clerks of circuit and district judges shall be fixed by the Director of the Administrative Office of the United States Courts without regard to the Classification Act of 1949, as amended, except that the salary of a secretary shall conform with that of the General Schedule grades (GS) 5, 6, 7, 8, 9, or 10, as the appointing judge shall determine, and the salary of a law clerk shall conform with that of the General Schedule grades (GS) 7, 8, 9, 10, 11, or 12, as the appointing judge shall determine, subject to review by the Judicial Conference of the United States if requested by the Director, such determination by the judge otherwise to be final: *Provided further*, That (exclusive of step increases corresponding with those provided for by title VII of the Classification Act of 1949, as amended, and of compensation paid for temporary assistance needed because of an emergency) the aggregate salaries paid to secretaries and law clerks appointed by one judge shall not exceed \$14,835 per annum, except in the case of the chief judge of each circuit and the chief judge of each district court having five or more district judges, in which case the aggregate salaries shall not exceed \$19,815 per annum.

Under this provision, the compensation of such secretaries and law clerks of Federal circuit and district judges is fixed by the Director of the Administrative Office of the U.S. Courts without regard to the Classification Act of 1949, as amended, except that—

(1) the salary of a secretary shall conform with that of grade GS-5, GS-6, GS-7, GS-8, GS-9, or GS-10 of the general schedule of such act, as the appointing judge shall determine; and

(2) the salary of a law clerk shall conform with that of grade GS-7, GS-8, GS-9, GS-10, GS-11, or GS-12 of such schedule, as the appointing judge shall determine.

These determinations of the appointing judge are subject to review by the Judicial Conference of the United States if requested by the Director of the Administrative Office of the U.S. Courts. Otherwise, these determinations are final.

This provision also contains language to the effect that, with the exception of certain step increases and compensation for temporary assistance in emergencies, (1) the aggregate salaries paid to secretaries and law clerks appointed by one judge shall not exceed \$14,835 per

22 SALARY INCREASES FOR POSTAL AND OTHER EMPLOYEES

annum and (2) in the case of the chief judge of each circuit and the chief judge of each district court having five or more district judges, the aggregate salaries paid to secretaries and law clerks shall not exceed \$19,815 per annum.

Section 206(b) has the effect of increasing the above-mentioned limitations of \$14,835 and \$19,815, in the applicable provision of that appropriation act for the judicial branch which is in effect on the effective date of section 206, by the amounts necessary to pay to secretaries and law clerks of Federal circuit and district judges the comparable additional basic compensation provided by title II of the bill.

Section 206(c) increases the maximum limitation on the annual salaries of court reporters of the district courts of the United States, the U.S. District Court for the District of the Canal Zone, the District Court of Guam, and the District Court of the Virgin Islands. This limitation is increased from \$7,095 to \$7,735. Such increase in maximum annual salary limitation will enable the Judicial Conference of the United States in its discretion to grant appropriate increases in the rates of annual salaries of such court reporters.

OFFICERS AND EMPLOYEES IN THE LEGISLATIVE BRANCH OF THE GOVERNMENT

Section 207 of the reported bill provides for increases of 9 percent in the rates of annual compensation of certain officers and employees in or under the legislative branch of the Government.

Section 207(a) provides for such 9-percent increases in the compensation of legislative officers and employees whose rates of compensation are increased by section 5 of the Federal Employees Pay Act of 1946. This includes each officer or employee whose aggregate rate of compensation comprises a rate of basic compensation fixed in accordance with law or resolution plus additional compensation provided by the several salary increase acts or resolutions enacted or adopted during or since 1946.

Section 207(b), which relates solely to employees in the offices of Senators, provides that the basic compensation of each employee in the office of a Senator shall be adjusted, effective on the 1st day of July 1960, to the lowest multiple of \$60 which will provide a gross rate of compensation which is not less than the gross rate such employee was receiving immediately prior to such date. This provision, however, will not apply to any such employee if, on or before the 15th day following the date of enactment of the bill, the Senator by whom such employee is employed notifies the disbursing office of the Senate in writing that he does not wish this provision to apply to such employee. Section 207(b) further provides that in any case in which, at the expiration of the time within which a Senator may give notice under section 207(b), such Senator is deceased, then such notice shall be considered to have been given.

Section 207(c) increases by 9 percent the aggregate or gross annual rates of compensation of the following officers and employees of the Senate:

- (1) each of the elected officers of the Senate (except the Presiding Officer of the Senate);
- (2) the Parliamentarian of the Senate;

- (3) the Legislative Counsel of the Senate;
- (4) the respective senior counsel in the Office of the Legislative Counsel of the Senate; and
- (5) the Chief Clerk of the Senate.

The respective increases in compensation provided by section 207(c) will be effected without regard to any limitations on basic or gross per annum compensation of officers and employees of the Senate contained in the paragraph under the heading "Senate" in the Legislative Appropriation Act, 1956 (69 Stat. 510; Public Law 242, 84th Cong.).

Section 207(d) amends the provision contained in the Legislative Appropriation Act, 1956, referred to immediately above, which now provides that no officer or employee whose compensation is disbursed by the Secretary of the Senate shall be paid basic compensation at a rate in excess of \$8,880 per annum or gross compensation at a rate in excess of \$16,300 per annum, unless otherwise expressly authorized by law. The amendment made by section 207(d) changes the limitation on gross compensation from \$16,300 to \$17,900. The amendment also adds language which makes this limitation inapplicable to certain employees in Senators' offices and on Senate committee staffs with respect to whom other limitations are imposed by subsections (g) and (h) of section 207 of the bill.

Section 207(e) makes section 207(a), which provides increases in compensation for legislative officers and employees generally, inapplicable with respect to Senate folding room employees; that is, those employees whose compensation is paid from the appropriation contained in the paragraph designated "Folding documents" under the heading "Contingent expenses of the Senate" in the Legislative Branch Appropriation Act, 1960 (73 Stat. 401; Public Law 86-176), or any subsequent appropriation act.

Section 207(e) also increases the maximum limitation on the compensation of such employees, which is contained in the provision of law referred to immediately above, by that amount (that is, 9 percent in the case of this bill as reported by the House committee) which is necessary to provide such employees with increases corresponding to the increases provided by section 207(a). Such increase in limitation will not result in automatic salary increases for the employees concerned but will permit the administrative adjustment of the compensation of such employees subject to the limitation as so increased.

Section 207(f) provides that the official reporters of proceedings and debates of the Senate and their employees shall be considered to be officers or employees in or under the legislative branch of the Government within the meaning of section 207(a). Section 207(f) brings such reporters and employees within the classes of individuals who will receive increases in compensation under section 207(a).

Section 207(g) amends a provision of the Legislative Appropriation Act, 1956 (69 Stat. 505; Public Law 242, 84th Cong.), relating to the compensation of employees of committees of the Senate. Such provision now authorizes the basic compensation of employees of each committee of the Senate, whose basic compensation may be fixed under certain provisions of law at the rate of \$8,000 per annum, to be fixed at any rate not in excess of \$8,040 per annum, except that the basic compensation of one such employee of each committee may be fixed at any rate not in excess of \$8,880 per annum and the basic compensa-

tion of two such employes of each such committee may be fixed at any rate not in excess of \$8,460 per annum. This provision is applicable with respect to each standing or select committee of the Senate (including the majority and minority policy committees and the majority conference of the Senate and the minority conference of the Senate) and each joint committee of the two Houses of Congress the expenses of which are paid from the contingent fund of the Senate. An employee of a subcommittee is considered to be an employee of the full committee for purposes of this provision.

Section 207(g) amends this provision so as to provide that (1) in lieu of the limitation of \$8,040, the basic compensation of such committee employes who heretofore have been subject to that limitation may be fixed at any rate (A) which is a multiple of \$60 and (B) which will produce gross compensation (basic compensation plus additional compensation authorized by law) not exceeding the maximum rate of grade 16 of the general schedule of the Classification Act of 1949, (2) in lieu of the \$8,460 limitation, the basic compensation of the two employees of each such committee who heretofore have been subject to that limitation may be fixed at any rate (A) which is a multiple of \$60 and (B) which will produce gross compensation (as described above) not exceeding the maximum rate of grade 17 of such schedule, and (3) in lieu of the \$8,880 limitation, the basic compensation of the one employee of each such committee who heretofore has been subject to that limitation may be fixed at any rate (A) which is a multiple of \$60 and (B) which will produce gross compensation (as described above) not exceeding the maximum rate (grade 18) of such schedule.

Section 207(h)(1) amends a provision of law which appears in the Legislative Branch Appropriation Act, 1947, as amended (2 U.S.C. 60f), relating to the rates of basic compensation of employees in Senators' offices. Under this provision, the basic compensation of these employees may not be fixed at rates exceeding \$5,100 per annum, except that the basic compensation of one employee in each Senator's office may be paid at the rate of \$8,040 per annum, one at \$8,460 per annum, and one at \$8,880 per annum.

Section 207(h)(1) amends this provision so as to provide limitations corresponding to those described above with respect to Senate committee employees. Thus the employee who heretofore has been subject to the \$8,040 limitation may be paid basic compensation at any rate which is a multiple of \$60 and which will produce gross compensation not exceeding the maximum rate of grade 16 of the general schedule of the Classification Act of 1949; the employee heretofore subject to the \$8,460 limitation may be paid basic compensation at any rate which is a multiple of \$60 and which will produce gross compensation not exceeding the maximum rate of grade 17 of such schedule; and the employee heretofore subject to the \$8,880 limitation may be paid basic compensation at any rate which is a multiple of \$60 and which will produce gross compensation not exceeding the maximum rate (grade 18) of such schedule.

Section 207(h)(2) increases basic clerk hire allowances of Senators by the amounts necessary to enable each Senator, if he so chooses, to make the increases in basic compensation which would be made possible by the amendments described in the foregoing paragraph.

Section 207(i) establishes new rates of total per annum compensation for the respective administrative assistants to the Speaker,

majority leader, minority leader, majority whip, and minority whip, and for the administrative assistant to any Member of the House who has served as Speaker of the House. It is required that each of these total per annum compensation rates be equal to the maximum rate provided by the general schedule of the Classification Act of 1949, as in effect from time to time. At present, the per annum rate of basic compensation of each of these administrative assistants (except the administrative assistant to any House Member who has served as Speaker) is \$8,880 under authority of section 4(n) of the Federal Employees Salary Increase Act of 1958 (72 Stat. 209; Public Law 85-462; 2 U.S.C. 74a, note). The existing per annum rate of basic compensation of the administrative assistant to a Member of the House who has served as Speaker of the House is fixed by House Resolution 89, 86th Congress, and section 103 of the Legislative Branch Appropriation Act, 1960 (73 Stat. 412; Public Law 86-176) at \$8,880. Section 207(i) provides for a new total per annum rate of compensation for each of these administrative assistants by increasing his basic per annum rate to an amount which, together with the additional per annum compensation which he is granted by law, is equal to the maximum rate provided by the general schedule of the Classification Act of 1949, as amended. If, in the future, a change occurs in such maximum rate of the Classification Act of 1949, as amended, the compensation of these administrative assistants will change accordingly so that the total per annum compensation of such administrative assistants will be equal at all times to such maximum rate.

Sections 207(j) and 207(k) provide for adjustments in the respective amounts of per annum basic compensation which may be prescribed for and paid to the respective professional and clerical staff members of the standing committees of the House of Representatives.

Section 207(j) amends and modifies section 202(e) of the Legislative Reorganization Act of 1946 (2 U.S.C. 72a(e)), as amended by section 4(o) of the Federal Employees Salary Increase Act of 1958 (72 Stat. 209; Public Law 85-462). Such section 202(e), as so amended by such section 4(o), now contains the maximum per annum basic compensation rates for professional and clerical staff members of the standing committees of the House. The amount of such maximum basic rates is now \$8,880. Section 207(j) increases such maximum basic rates to the highest amount which, together with additional compensation authorized by law, will not exceed the maximum rate authorized by the Classification Act of 1949, as in effect from time to time. This maximum rate is the highest rate of the general schedule of such act. In effect, the amendments contained in section 207(j) propose a new maximum annual salary limitation or ceiling for House standing committee professional and clerical staff members by permitting the establishment by appropriate authority of a total annual rate of compensation which is not in excess of the highest rate of the general schedule of the Classification Act of 1949, as amended. If, in the future, a change occurs in such maximum rate of the Classification Act of 1949, as amended, the maximum annual salary limitation or ceiling for professional and clerical staff members of the standing committees of the House will change accordingly so that such salary limitation or ceiling will be fixed at all times at such maximum rate.

It should be noted that section 202(e) of the Legislative Reorganization Act of 1946, as amended by section 4(o) of the Federal Employees Salary Increase Act of 1958, and as proposed to be further amended by section 207(j) of this bill, applies only with respect to professional and clerical staff members of the standing committees of the House of Representatives. The provisions of law which apply with respect to the standing committee staff members of the Senate are the provisions of section 202(e) of the Legislative Reorganization Act of 1946, as in effect immediately prior to the amendment of such section 202(e) by section 12 of the Legislative Appropriation Act, 1956, and as modified by the provisions of the last paragraph under the heading "Senate" and the subheading "Contingent Expenses of the Senate" contained in the Legislative Appropriation Act, 1956, as amended by section 4(h) of the Federal Employees Salary Increase Act of 1958 (72 Stat. 208; Public Law 85-462; 2 U.S.C. 72a, note), and as proposed to be further amended by section 207(g) of this bill. Neither section 207(j) nor any other provision of section 207 changes or otherwise affects this divided application of section 202(e) of the Legislative Reorganization Act of 1946 with respect to the House and the Senate. In this connection reference is made to the discussion with respect to the application of section 202(e) of the Legislative Reorganization Act of 1946, in connection with section 4(o) of the Federal Employees Salary Increase Act of 1958, contained on page 14 of House Report No. 1660, 85th Congress.

Section 207(k) amends clause 28(c) (formerly clause 27(c)) of rule XI of the Rules of the House of Representatives which contains provisions to the same effect as section 202(e) of the Legislative Reorganization Act of 1946 with respect to the maximum per annum basic compensation which may be paid to staff members of House standing committees. The amendments made by section 207(k) to the Rules of the House increases the maximum per annum basic compensation limitation to the highest amount which, together with additional compensation authorized by law, will not exceed the maximum rate authorized by the Classification Act of 1949, as amended. These amendments are consistent with the amendments proposed by section 207(j) of the bill to section 202(e) of the Legislative Reorganization Act of 1946.

However, in order to make it clear that the constitutional rights and prerogatives of the House of Representatives are not affected in any way, section 207(k) also provides that the amendments to clause 28(c) (formerly clause 27(c)) of rule XI of the House rules are made as an exercise of the rulemaking power of the House of Representatives with full recognition of the constitutional right of the House of Representatives to change the rule so amended, at any time, in the same manner, and to the same extent as in the case of any other rule of the House of Representatives.

Section 207(l) is a general provision which extends the 9-percent increase in total annual compensation to certain other officers and employees of the House of Representatives not covered by any other salary increase provision of section 207.

Section 207(l) provides that each officer or employee of the House of Representatives, whose compensation is disbursed by the Clerk of the House of Representatives and is not increased automatically, or is not permitted to be increased administratively, by any other provision

of section 207, shall receive additional compensation at the rate of 9 percent of his total per annum compensation in effect immediately prior to the effective date of section 207. Section 207(1) has no application with respect to the Senate.

Section 207(1) provides increases of 9 percent in the total per annum compensation of the following officers and employees of the House of Representatives:

(1) the Parliamentarian of the House of Representatives, whose total rate of per annum compensation is now prescribed by House Resolution 339, 84th Congress, and section 103 of the Legislative Branch Appropriation Act, 1957 (70 Stat. 370; Public Law 624, 84th Cong.);

(2) the Assistant Parliamentarian No. 1 of the House of Representatives, whose total rate of per annum compensation is now prescribed by the authority of law set forth above with respect to the House Parliamentarian;

(3) the following elected officers of the House of Representatives, whose total rates of per annum compensation are now prescribed by House Resolution 486, 84th Congress, section 103 of the Legislative Branch Appropriation Act, 1957 (70 Stat. 370; Public Law 624, 84th Cong.), and section 4(k) of the Federal Employees Salary Increase Act of 1958 (72 Stat. 209; Public Law 85-462): the Clerk of the House, the Sergeant at Arms of the House, the Doorkeeper of the House, and the Postmaster of the House;

(4) the Chief of Staff of the Joint Committee on Internal Revenue Taxation, whose total per annum compensation is now fixed under section 107(a)(10) of the Federal Executive Pay Act of 1956 (5 U.S.C. 2206(a)(10)) and section 4(r) of the Federal Employees Salary Increase Act of 1958 (72 Stat. 209; Public Law 85-462);

(5) the Legislative Counsel of the House of Representatives, whose total per annum compensation is now fixed in accordance with a provision relating to the Legislative Counsel of the Senate in the Legislative Branch Appropriation Act, 1958 (71 Stat. 251; Public Law 85-75), as modified by sections 4(c) and 4(m) of the Federal Employees Salary Increase Act of 1958 (72 Stat. 208 and 209; Public Law 85-462);

(6) the Coordinator of Information of the House of Representatives, whose total per annum compensation is now fixed under House Resolution 183, 80th Congress, section 105 of the Legislative Branch Appropriation Act, 1948 (61 Stat. 377; Public Law 197, 80th Cong.), section 2(e) of the act of October 24, 1951 (65 Stat. 612; Public Law 201, 82d Cong.), section 4(c) of the Federal Employees Salary Increase Act of 1955 (69 Stat. 176; Public Law 94, 84th Cong.), and section 4(l) of the Federal Employees Salary Increase Act of 1958 (72 Stat. 209; Public Law 85-462);

(7) two printing clerks, one for the majority caucus room and one for the minority caucus room, whose total per annum compensation is now provided for in the annual appropriation act for the legislative branch, the latest such provision being the paragraph under the heading "House of Representatives" and the subheading "Special and Minority Employees" in the Legislative Branch Appropriation Act, 1960 (73 Stat. 403; Public Law 86-176);

(8) four minority employees of the House in positions referred to in House Resolution 486, 84th Congress, whose total per annum compensation is now fixed under such resolution and section 103 of the Legislative Branch Appropriation Act, 1957 (70 Stat. 370; Public Law 624, 84th Cong.), and section 4(r) of the Federal Employees Salary Increase Act of 1958 (72 Stat. 209; Public Law 85-462).

The above list of officers and employees who are granted increases in compensation by section 207(l) is not necessarily all-inclusive.

It may be noted, in connection with House officers and employees in the categories covered by section 207(l), that three employees in similar categories are granted increases in per annum compensation under section 207(a) rather than 207(l). These employees are as follows:

(1) the Chaplain of the House of Representatives, whose present rate of total per annum compensation consists of a per annum basic rate prescribed by section 6 of the Legislative Appropriation Act, 1956 (69 Stat. 508; Public Law 242, 84th Cong.), and additional compensation provided by the various pay increase laws covering legislative branch employees generally;

(2) the Assistant Parliamentarian No. 2 of the House of Representatives, whose present rate of total per annum compensation consists of a per annum basic rate provided by House Resolution 277, 82d Congress, and section 277 of the Legislative Branch Appropriation Act, 1953 (66 Stat. 478; Public Law 471, 82d Cong.), and additional compensation provided by the various pay increase laws covering legislative branch employees generally (excluding the Federal Employees Salary Increase Act of 1958); and

(3) the clerk to the House Parliamentarian, whose present rate of total per annum compensation consists of a per annum basic rate fixed under House Resolution 486, 85th Congress, and section 103 of the Legislative Branch Appropriation Act, 1959 (72 Stat. 453; Public Law 85-570), and additional compensation provided by the various pay increase laws covering legislative branch employees generally (excluding the Federal Employees Salary Increase Act of 1958).

Section 207(m) increases by 9 percent the maximum limitations on the compensation of House folding room employees. The annual appropriation acts for the legislative branch, in making appropriations for each fiscal year for folding speeches and pamphlets for the House of Representatives, have provided two kinds of limitations with respect to the payment of compensation for such folding activities. These limitations are on the gross rate payable per thousand of matter folded for the House and on the gross rate payable per hour to each person engaged in such folding activities for the House.

For example, the pertinent provision of the Legislative Branch Appropriation Act, 1960 (73 Stat. 405; Public Law 86-176), which covers the fiscal year ending June 30, 1960, is as follows with respect to the House:

FOLDING DOCUMENTS

For folding speeches and pamphlets, at a gross rate not exceeding \$2.36 per thousand or for the employment of per-

sonnel at a gross rate not exceeding \$1.77 per hour per person, \$220,000.

Section 207(m) increases by 9 percent the limitations on gross rate per thousand and gross rate per hour per person contained in applicable law on the effective date of section 207 which governs the folding of speeches and pamphlets for the House of Representatives. In effect, section 207(m) increases existing limitations in applicable law (similar to that set forth above) with respect to the compensation of House folding room employees. The increases in such limitations do not constitute automatic increases in the respective rates of compensation of House folding room employees but such increases will permit the appropriate adjustment of such rates in accordance with the new limitations by the exercise of administrative authority.

Section 207(m) further provides that the amount of the increase in each of the two limitations shall be computed to the nearest cent, counting one-half cent and over as a whole cent. For example, 9 percent of the existing gross rate limitation of \$1.77 per hour per person is 15.93 cents. Under the foregoing computation requirement, this increase of 15.93 cents becomes an increase of 16 cents in the gross rate per hour per person limitation. On the other hand, 9 percent of the existing gross rate limitation of \$2.36 per thousand of matter folded is 21.24 cents. Under the computation requirement, this increase of 21.24 cents becomes an increase of 21 cents in the limitation on the gross rate per thousand of matter folded.

It should be noted that the compensation of these House folding room employees is not increased by any provision of section 207 other than as provided for by section 207(m).

Section 207(n) provides that the additional compensation provided by section 207 shall be considered a part of basic compensation for purposes of the Civil Service Retirement Act (5 U.S.C. 2251 and following). Such additional compensation, therefore, will be subject to retirement deductions.

Section 207(n) is necessary to remove any inference that such deductions may not be made. Such inference might result from language contained in section 1(d) of the Civil Service Retirement Act (5 U.S.C. 2251(d)) to the effect that—

* * * the term "basic salary" shall not include * * * compensation given in addition to the base pay of the position as fixed by law or regulation * * *.

The aggregate rate of annual compensation of many individuals in the legislative branch consists of a basic rate, plus a series of amounts which are provided by various pay acts and resolutions and are often referred to as "additional compensation." Section 4(i) of the Federal Employees Salary Increase Act of 1955 (69 Stat. 178; Public Law 94, 84th Cong.), which provided that amounts of "additional compensation" provided for legislative employees by section 4(a) of such act and by other pay-increase laws, restated and clarified the view that "additional compensation" of legislative employees is "base pay" for retirement purposes and, therefore, is subject to retirement deductions. Section 4(g) of the Federal Employees Salary Increase Act of 1958 (72 Stat. 208; Public Law 85-426) reaffirmed this policy with respect to the additional compensation provided for officers and employees in the legislative branch by section 4 of that act. In like

30 SALARY INCREASES FOR POSTAL AND OTHER EMPLOYEES

manner, section 207(n) of this bill reaffirms this policy with respect to the additional compensation provided by such section 207.

TITLE III—GENERAL PROVISIONS

AUTHORIZATION OF APPROPRIATIONS

Section 301 authorizes the appropriation of such amounts as may be necessary to carry out the provisions of the bill.

EFFECTIVE DATE

Section 302, which is effective on the date of enactment of the bill, provides that the other provisions of the bill will become effective on the first day of the first pay period which begins on or after July 1, 1960.

MINORITY VIEWS ON H.R. 9883

This legislation, which provides a 9-percent across-the-board increase in the salaries of some 1.7 million Federal employees at an estimated annual cost of \$810 million, is unjustified, unfair, and represents fiscal irresponsibility.

OBJECTIONS TO THE BILL

1. The bill provides for salary rates that are not justified, that are not based on rational or objective data.
2. It ignores the facts presented in the testimony which clearly indicate that if adjustments are needed they should be on a selective basis—not a uniform percentage increase.
3. The bill fails not only to provide for necessary reform in the Classification Act salary structure but also creates new distortions and inequities in the postal field service and rural carrier schedules.
4. It makes no provision for handling future pay adjustments in a logical, objective manner.
5. The bill represents financial irresponsibility.

NO RATIONAL OR OBJECTIVE BASIS FOR 9 PERCENT

The 9-percent across-the-board increase for 1.7 million Federal employees has no justification whatever. This proposed increase merely accentuates present unjustified differences in our pay systems. In other words, the 9 percent is not stopgap legislation but represents a compounding of existing inconsistencies. No testimony was presented during the several weeks of hearings to warrant this particular size increase.

Since 1945 the classified employees of the Federal Government have received seven pay increases. Actually an eighth was passed by Congress in 1957 calling for an 11-percent average increase but it was not approved by the President. During these 15 years the salary ceiling has been raised from \$10,000 to \$17,500. Let's look at the average increases our classified employees have actually received in the past 15 years:

- In 1945: An average increase of 15.9 percent.
- In 1946: An average increase of 14.2 percent.
- In 1948: An average increase of 11.0 percent.
- In 1949: An average increase of 4.0 percent.
- In 1951: An average increase of 10.0 percent.
- In 1955: An average increase of 7.5 percent.
- In 1958: An average increase of 10.0 percent.

In summary for the classified employees during the past 15 years the Congress has approved eight pay raises amounting to an overall percentage increase of 83.6 percent. The employees have received seven increases, representing "in pocket" an average increase of 72.6 percent.

Now let us review the reaction of Congress to salary and wage demands for postal employees. Since 1945 Congress has passed legislation on nine different occasions for the employees in the postal service. Two of these were vetoed, in 1955 and in 1957.

Between 1945 and 1955 the postal employees working on an annual basis have received an actual increase in pay of \$1,770 and fourth-class postmasters were raised in excess of 70 percent. Since 1955 postal employees in the lower pay levels have actually received a 19-percent increase in pay. Ample increases have been provided for other postal employees in the higher pay levels.

Since June 1958, when our Federal employees received their last salary increase, the Consumer Price Index of the Bureau of Labor Statistics has increased 1.6 percent. It is indeed difficult to understand how a 9-percent salary increase can be justified for a Classification Act GS-18, now drawing \$17,500 or a Foreign Service officer, class 1, now paid \$16,060 per annum, in the face of this 1.6-percent price rise.

Evidence was presented our committee which indicated that since 1939 prices have gone up 111.5 percent, based on the Bureau of Labor Statistics Consumer Price Index, and during that same time the starting salaries of clerk/carriers in the postal field service have risen 137.5 percent. This means the starting salaries of clerk/carriers in the postal field service have increased 26 points faster than have the price of goods purchased.

During our public hearings the committee heard several employee organization groups testify that for specific jobs in specific areas of the country the Federal employee was lagging considerably behind the pay of his fellow workers.

Looking at the Nation as a whole and the 550,000 postal employees working in every community in America, it is interesting to note that in a Bureau of Labor Statistics survey in 1959 in 31 areas of our Nation the hourly rate of pay for an industrial worker was \$2.20 as compared to \$2.31½ per hour for a regular postal clerk/carrier.

The only sound and justifiable basis for setting Federal salaries is their comparability with rates paid for similar work in private industry. A number of employee organizations appeared to support this principle but they will maintain that an immediate pay adjustment is necessary. In our opinion, the evidence presented did not support this position.

We believe that pay should be based on the comparability of skills and responsibilities. We cannot in the Federal Government succumb to a wage-fixing policy based on personal need. Representatives of some employee organizations, appearing before our committee, attempted to justify a pay increase on the basis of personal need and, in turn, offered evidence showing "model" budgets purporting to show that the average family requires an income in excess of \$6,000 per year in order to maintain an acceptable standard of living. In our American economy the pay of the individual is based on his contribution to our economy and not on the way of life that he would like to have. Adoption of the policy of paying employees on personal need is most certainly a departure from the Federal Government's long-established principle of "equal pay for equal work." Followed to its logical conclusion, a system of pay based on need would necessitate paying one rate for single men, another for married men, and a variety of other

rates for employees having different numbers of dependents. We must reiterate that the American way is to pay on the basis of the value of the service rendered.

Mr. Ewan Clague, Commissioner of Labor Statistics, presented factual evidence to show that some salary levels have risen more rapidly than the Consumer Price Index, while other Federal salaries have lagged behind. If we assume that the change in the price index is an appropriate basis for adjusting Federal salaries, which we do not necessarily accept, the uniform 9-percent increase as provided by H.R. 9883 is obviously not the way to remove the inequities in the present salary structure. Based on this evidence, the logical action would then be to lower some salaries and to raise other Federal employees' salaries.

· QUIT RATES LOW IN FEDERAL GOVERNMENT

In the course of our hearings the Secretaries of Agriculture and Commerce, the Postmaster General, the Under Secretary of the Treasury, and an Assistant Secretary of Defense, representing collectively 78 percent of all Federal employees, testified that their turnover rates were low.

It was the opinion of these representatives from the executive branch that a valid test of an adequate pay system was the ability to attract and to retain high quality personnel.

We concur with these departmental representatives and with our colleagues that the average Federal employee does represent one of the finest segments of American workers and one of the most highly qualified. Likewise, we firmly believe that the Federal employee should be compensated equitably for the service he renders. This then leads to the question, Are our employees leaving the Federal Government for more lucrative jobs in private industry?

The facts are that during 1959 the average quits per month per 100 employees were as follows:

0.57 percent in the U.S. postal service.

0.70 percent in the Federal Government as a whole.

1.25 percent in private industry.

The representatives of several departments, including the Chairman of the Civil Service Commission, testified that a general pay raise, such as proposed in this bill, cannot be justified on the basis of our inability to recruit workers or upon the current quit rates. This is further evidence that if any adjustment of Federal pay is needed it should be on a very selective basis and not on a uniform across-the-board percentage increase for all employees. We do believe that there are employees in some grades and levels in the various pay systems in the Federal Government that may need some form of temporary stopgap relief.

POSTAL JOBS SOUGHT AFTER

Postal jobs are in wide demand throughout the country and in post offices of all sizes. During the first 3 months of this year alone, 238,000 persons applied for postal positions—enough to fill more than 40 percent of all postal positions. This total includes 37,586 applicants in the New York area, 14,072 in the Chicago area, 12,288 in the Los Angeles area, 11,071 in the San Francisco area, 7,360 in the Philadelphia area, and 4,472 in the St. Louis area, among others.

The number of persons who applied for postal jobs in those six metropolitan areas during the first 3 months of 1960 is well over half of the total postal employment in the six areas. These areas are truly representative, with respect to questions of recruitment, salary levels, living costs, and general employment conditions, of all major centers of postal employment.

The number of applicants for postal jobs, with the very low quit rates of employees already in the postal service, are the real measure of the adequacy of existing salaries. These official records of the great and continuing demand by new applicants for postal jobs, and the extremely low quit rates, demonstrate conclusively that present postal salaries are entirely fair and adequate.

H.R. 9883 CREATES ADDITIONAL INEQUITIES

This bill, as amended, not only fails to correct existing defects and inequities in the Classification Act salary schedule, but creates new distortions and inequities in the salary schedule as well as in the postal field service and rural carrier schedules.

CLASSIFICATION ACT SCHEDULE

H.R. 9883 fails to correct existing defects and inequities in the Classification Act schedule and provides excessive pay increases for some grades, for example:

(1) The Director of the Bureau of the Budget presented statistics from the BLS salary survey (for 31 out of 60 areas) which suggests that current rates for the lower grades are higher than rates paid by private enterprise for similar jobs. Yet the bill would raise the pay for the grade by an arbitrary 9 percent.

(2) The Classification Act salary structure is badly in need of reform, but the bill ignores its defects. For example:

(a) The difference between the pay levels proposed for GS-1 and GS-2 is 8.9 percent. But the difference between GS-2 and GS-3 is only 6.7 percent. Similarly, the difference between GS-11 and GS-12 is 18.5 percent, while between GS-14 and GS-15 it is only 12.4 percent.

(b) Each within-grade step increase in the first four grades is a flat \$95. For GS-1 this amounts to 2.9 percent of the entry rate. Each step increase in grades GS-5 through GS-10 is \$165. For GS-5 this is 3.8 percent of the entry level but for GS-10 it is only 2.3 percent. For grades GS-11 through GS-17 each within-grade increase is \$265.

(c) The percentage difference between the entry and top salaries of the various Classification Act grades differ excessively. For example, the salary range for GS-1 would be \$3,310 to \$3,880, or 17.2 percent. For GS-4 the range would be \$4,105 to \$4,725, or 15.1 percent. After 7 years in the grade, the salary of a GS-15 would be 22.5 percent higher than his starting salary.

The uniform percentage increase in salaries prescribed by H.R. 9883 corrects none of these deficiencies nor does it provide for any administrative flexibilities such as is needed to deal with the situation where a white-collar supervisor is paid less than the blue-collar workers whom he supervises.

POSTAL FIELD SERVICE AND RURAL CARRIER SCHEDULES

1. Although purporting to be a uniform 9-percent pay increase for all employees, the provision for a \$350 minimum increase results in raising the salary of beginning employees (PFS-1, step 1) by more than 11 percent. Preliminary information from the Bureau of Labor Statistics salary survey indicates that the existing rate is currently in excess of private industry rates for comparable jobs. This measure will create needless complications when the availability of BLS data permits the contraction of a salary schedule based on comparability with private industry pay rates.

2. The rural carriers schedule would be similarly affected. The bill would result in pay increases in excess of 11 percent for routes 16 miles in length while employees with longer routes would get a 9-percent increase. This would be a further distortion in the rural carrier schedule already distorted by the addition of flat dollar amounts for all routes under Public Law 85-426 enacted May 27, 1956.

3. The provisions of the bill are such that steps 1 through 5 in level 2 would be \$120 but \$130 for steps 6 and 7. Similarly for level 3, step 1, would be \$130, while steps 2 through 7 would be \$140.

4. The imposition of the \$350 minimum would reduce the percentage difference in salary between levels 1 and 2 from 7.4 percent to 6.7 percent. It is important that the pay difference between grades be significant or the entire pay structure becomes meaningless.

VETERANS' ADMINISTRATION, DEPARTMENT OF
MEDICINE AND SURGERY

Under the provision of H.R. 9883, the salary of the Chief Medical Director would be raised from \$19,580 to \$21,345, well above the rate for the Deputy Administrator of Veteran Affairs who receives \$20,500; and that of the Deputy Director from \$18,480 to \$20,145. The proposed rates would exceed the statutory salary for Assistant Secretaries of HEW as well as a number of other top salaries set by the Executive Pay Act 1956.

DEVELOP NEW CONCEPT FOR FEDERAL SALARIES

The Congress last year provided \$500,000 for the executive branch to institute a survey of the salary rates being paid by private enterprise for work similar to that performed by Federal employees. We have been advised by the White House that this information will be ready for use by the end of September of this year. This means that the Congress can adopt a principle for compensating Federal employees that can be reasonably compared with those paid by private industry for work of similar skill and responsibility. Never before has the Federal Government had the data upon which to set such pay. It would appear to us that the fairness and objectivity of this principle should appeal to both the Federal employees and the taxpaying public.

We deny that this is a delaying tactic. We maintain that this is the accomplishment of a new and improved principle in personnel administration which in the long run will be more advantageous to the Government and to the public as well. The executive branch representatives have indicated to our committee that they will be able to

present to the Congress early in January 1961 pay scales based on these Bureau of Labor Statistics survey findings.

H.R. 9883 REPRESENTS FISCAL IRRESPONSIBILITY

The Federal debt is today at \$285 billion. This represents an interest payment by our Government of \$9.5 billion a year. In other words, 11 cents out of every tax dollar today goes for interest on our Federal debt. It appears to us that in the face of the financial condition of this country, such as indicated above, that a 9-percent pay increase across-the-board for 1.7 million Federal employees irrespective of inadequate justification, would simply be fiscal irresponsibility.

SUMMARY

In summary, we the undersigned strongly oppose H.R. 9883 as amended. We oppose it because we believe that the 9-percent across-the-board is unjustified and unfair. We do not concur in adopting a system of pay based on personal need but we do believe that the American worker, certainly in the Federal Government, should be paid for services rendered. The factual data presented during our hearings indicated that with few exceptions the Federal employees are being paid in accord with the pay in private industry of this Nation. We do not believe that our 2 million Federal employees should be penalized because of the financial condition of our country. Likewise, we do not believe it fiscally prudent to begin a new series of pay adjustments across our Nation when the great majority of the Federal employees currently are being paid a reasonable salary, as judged by living costs, and by the salaries throughout our total economy. We have provided the executive branch with the means to develop the necessary data to advise the Congress within a few months of salaries paid jobs in our economy comparable to Federal jobs. This information will be ready for individual study in September 1960 and for action by the Congress in January 1961.

We believe in the industry and ability as well as loyalty of our Federal employees. We believe that they expect to be compensated for services rendered and not on the basis of personal needs. We also believe that the Federal workers do not want vague, unrealistic promises of salaries that are beyond the going rate of pay for jobs in similar skills and responsibilities in our Nation.

TOM MURRAY.

AUGUST E. JOHANSEN.

ADMINISTRATIVE REPORTS

The adverse reports of the Bureau of the Budget, the Post Office Department, and the U.S. Civil Service Commission with respect to H.R. 9883 and other salary increase bills follow.

EXECUTIVE OFFICE OF THE PRESIDENT,
BUREAU OF THE BUDGET,
Washington, D.C., March 14, 1960.

HON. TOM MURRAY,
Chairman, Committee on Post Office and Civil Service, House of Representatives, Old House Office Building, Washington, D.C.

MY DEAR MR. CHAIRMAN: Reference is made to your requests for the views of the Bureau of the Budget on H.R.'s 9883, 9953, 9954, 9974, 9980, 10132, 10206, and 10865, similar bills to adjust the rates of basic compensation of certain officers and employees of the Federal Government, and for other purposes, as well as the similar bills listed on the attachment to your letter of March 10, 1960.

These bills would increase the salary rates under the following Federal statutory pay systems, with the annual cost indicated, as estimated by the Civil Service Commission, the Post Office Department, and the Veterans' Administration.

Estimated annual cost

Pay system:	<i>Million</i>
Classification Act.....	\$936. 2
Postal Field Service.....	665. 0
Veterans' Administration, medicine and surgery.....	20. 1
Total.....	1, 621. 3

The President outlined his views with respect to a change in pay structure and pay levels for Federal civilian employees in his budget message in January. Circumstances since that time have not changed to alter his position.

In addition, this administration has consistently supported the principle that Federal salary rates should, in general, be reasonably comparable with rates for similar work in private enterprise. The Bureau of Labor Statistics is now collecting private enterprise pay data on a national scale which will be reported in September of this year and which will then permit for the first time valid comparison of Government and private pay levels. On the basis of available data, we find no justification for a general increase in Federal statutory salary rates.

Accordingly, the Bureau of the Budget recommends against favorable consideration of these bills, and enactment of this legislation would not be in accord with the program of the President.

Sincerely yours,

MAURICE H. STANS, *Director.*

EXECUTIVE OFFICE OF THE PRESIDENT,
BUREAU OF THE BUDGET,
Washington, D.C., February 10, 1960.

Hon. TOM MURRAY,
Chairman, Committee on Post Office and Civil Service,
House of Representatives, Old House Office Building,
Washington, D.C.

MY DEAR MR. CHAIRMAN: Enclosed is a copy of a cost estimate of the pay increase bill recently introduced as H.R. 9883 and various identical companion bills, each of which would increase the compensation of postal employees, Classification Act employees and employees of the Veterans' Administration, Department of Medicine and Surgery. This letter will reply to your request made to the Chairman of the Civil Service Commission for an estimate of the cost of the proposed legislation. The Bureau of the Budget is forwarding this information to the committee in behalf of the executive branch in view of its responsibility for budget estimates and in view of the fact that the estimates were developed by the Post Office Department, the Veterans' Administration and the Civil Service Commission.

The Bureau wishes to emphasize that within the time available, it has been possible to make only a rough estimate of the increased cost which would result from the proposed legislation and would, of course, wish to refine its estimate in the event that the bill receives serious consideration.

You will note that the total annual cost of the bill is estimated to exceed \$1.6 billion.

Sincerely yours,

ELMER B. STAATS, *Deputy Director.*

COSTS OF H.R. 9883 (MORRISON)

The following estimates are not exact, because they involve interpretations of some provisions of H.R. 9883 which might be construed in more than one way, and because current statistics do not give precise data on the numbers eligible for certain of the new benefits.

The cost of Classification Act changes was estimated by the Civil Service Commission, and is based upon employment as of June 30, 1959. The Post Office Department estimated the cost to the postal field service, and based its computations upon planned strength in fiscal year 1961. The cost in Veterans' Administration's Department of Medicine and Surgery is a rough estimate by the Veterans' Administration, based upon current employment.

<i>Costs</i>	<i>Millions</i>
Classification Act.....	\$936. 2
Conversion to new schedule.....	736. 0
10 years' step increase.....	100. 0
52 weeks' step increase.....	40. 0
Additional longevity.....	. 4
Retirement.....	57. 0
Insurance.....	2. 8
Postal field service.....	665. 0
VA Department of Medicine and Surgery.....	20. 1
Total.....	1, 621. 3

OFFICE OF THE POSTMASTER GENERAL,
Washington, D.C., March 16, 1960.

HON. TOM MURRAY,
Chairman, Committee on Post Office and Civil Service,
House of Representatives, Washington, D.C.

DEAR MR. CHAIRMAN: Reference is made to your request for reports by the Department on 64 bills to adjust the rates of basic compensation of certain officers and employees of the Federal Government. The bills are listed in appendix A attached hereto and made a part of this report.

Under date of January 13, 1960, this Department submitted a legislative proposal to make permanent the temporary increases in rates of basic salary provided for employees in the postal field service by Public Law 85-426, approved May 27, 1958, and Public Law 85-462, approved June 20, 1958. Legislation to accomplish the purposes of this proposal has been introduced.

As stated in the Postmaster General's letter of January 13, 1960, to the Speaker of the House of Representatives, the enactment of this legislation (H.R. 10768 or H.R. 9890) would be in accord with the program of the President.

The enactment of any one of the pay increase bills now under consideration by your committee would cost this Department an estimated \$671,400,000 per annum, summarized as follows:

Cost summary
[Dollars in millions]

Schedules	Level and step cost	Longevity cost	Total cost	Percent increase
PFS employees.....	\$562.0	\$60.4	\$622.4	23.7
RCS employees.....	35.5	7.6	43.1	23.3
FOS employees.....	2.0	2.3	4.3	15.6
Total.....	599.5	70.3	669.8	23.6
GS employees.....	1.6	-----	1.6	14.8
Total cost.....	601.1	70.3	671.4	23.6

This Department is strongly opposed to the enactment of any pay increase legislation except H.R. 10768 or H.R. 9890, and the Bureau of the Budget has advised that the enactment of any other such pay increase legislation would not be in accord with the program of the President.

Sincerely yours,

J. McKIBBIN, Jr.,
Acting Postmaster General.

APPENDIX A

BILLS TO ADJUST THE COMPENSATION OF FEDERAL GOVERNMENT
EMPLOYEES

H.R. 9883	H.R. 10112	H.R. 10406
H.R. 9886	H.R. 10120	H.R. 10411
H.R. 9950	H.R. 10125	H.R. 10413
H.R. 9951	H.R. 10132	H.R. 10435
H.R. 9952	H.R. 10139	H.R. 10454
H.R. 9953	H.R. 10169	H.R. 10462
H.R. 9954	H.R. 10173	H.R. 10468
H.R. 9955	H.R. 10174	H.R. 10504
H.R. 9974	H.R. 10186	H.R. 10538
H.R. 9977	H.R. 10204	H.R. 10599
H.R. 9980	H.R. 10206	H.R. 10636
H.R. 9981	H.R. 10212	H.R. 10688
H.R. 9984	H.R. 10216	H.R. 10692
H.R. 9994	H.R. 10219	H.R. 10752
H.R. 9997	H.R. 10248	H.R. 10827
H.R. 10032	H.R. 10298	H.R. 10853
H.R. 10046	H.R. 10318	H.R. 10865
H.R. 10055	H.R. 10337	H.R. 10890
H.R. 10071	H.R. 10353	H.R. 10917
H.R. 10083	H.R. 10382	H.R. 10993
H.R. 10091	H.R. 10385	
H.R. 10100	H.R. 10389	

U.S. CIVIL SERVICE COMMISSION,
Washington, D.C., March 14, 1960.

HON. TOM MURRAY,
Chairman, Committee on Post Office and Civil Service,
House of Representatives, Washington, D.C.

DEAR MR. MURRAY: This is in further reply to your requests of March 4 and 5, 1960, for the views of the Civil Service Commission on the following bills:

H.R. 9883	H.R. 9974	H.R. 10206
H.R. 9953	H.R. 9980	H.R. 10865
H.R. 9954	H.R. 10132	

With the exception of H.R. 10206, which has different provisions relating to the postal field service, these bills are identical.

The purpose of these bills is to provide a general pay raise for a majority of white-collar employees in the Federal service by revising the salary schedules and the pay plans of the Postal Field Service Compensation Act of 1955, as amended, the Classification Act of 1949, as amended, and those sections of the Veterans' Benefit Act of 1958 which relate to the compensation of certain personnel in the Department of Medicine and Surgery of the Veterans' Administration.

These bills are retroactive to the first day of the first pay period which began on or after January 1, 1960.

The initial cost of the identical bills on a per annum basis is estimated to be in excess of \$1,621 million, broken down as follows:

Classification Act, \$936,200,000; Postal Field Service Compensation Act, \$665 million; and the Veterans Benefit Act, \$20,100,000.

The Civil Service Commission cannot support any of the bills. As the Civil Service Commission interprets these bills they would only increase existing inequities within and among the various pay plans of the Federal Government. None of the bills would resolve any of the more serious pay problems referred to by the President in his budget message to the Congress on January 18, 1960, in which he said:

"Continued patching of individual Federal salary systems is not satisfactory as a substitute for a comprehensive Federal pay policy, which should be developed either by authorizing a Joint Commission such as I proposed or by some other equally effective means. Pending development and adoption of such a comprehensive policy, a general pay raise would be unwarranted, unfair to the taxpayers of the United States, and inequitable as among employees compensated under different and unrelated pay systems."

We have been advised by the Bureau of the Budget that enactment of this legislation would not be in accord with the program of the President.

By direction of the Commission:

Sincerely yours,

ROGER W. JONES, *Chairman.*

CHANGES IN EXISTING LAW

In compliance with clause 3 of rule XIII of the Rules of the House of Representatives, changes in existing law made by the bill, as introduced, are shown as follows (existing law proposed to be omitted is enclosed in black brackets, new matter is printed in italic, existing law in which no change is proposed is shown in roman):

POSTAL FIELD SERVICE COMPENSATION ACT OF 1955

(Public Law 68, Eighty-fourth Congress)

* * * * *

TITLE II—RANKING OF POSITIONS

* * * * *

KEY POSITIONS

SEC. 203. Key positions in the postal field service consisting of standard, related tasks commonly performed in that service are described and assigned to salary levels in the Postal Field Service Schedule, as follows:

(1) POSITION.—JANITOR—LEVEL 1.

BASIC FUNCTION.—Cleans, sweeps, and removes trash from work areas, lobbies, and washrooms.

DUTIES AND RESPONSIBILITIES.—

(A) Sweeps and scrubs floors and stairs, dusts furniture and fixtures, cleans washrooms and washes windows (except exterior glass in high buildings).

(B) Moves furniture and helps erect equipment and fixtures within offices of the building.

(C) In addition, may perform any of the following duties:

(i) Cleans ice and snow from the sidewalks and driveways, and tends the lawn, shrubbery, and premises of the post office.

(ii) Washes walls and ceilings.

ORGANIZATIONAL RELATIONSHIPS.—Reports to a foreman or other designated supervisor.

(2) POSITION.—ELEVATOR OPERATOR—LEVEL 2.

BASIC FUNCTION.—Operates a freight or passenger elevator.

DUTIES AND RESPONSIBILITIES.—

(A) Operates elevator.

(B) Cleans cab of elevator and polishes metal fittings.

(C) In addition, may perform any of the following duties:

(i) Pushes handcarts of mail on and off elevator or assists in loading or unloading material carried on elevator.

(ii) Tends the heating plant or performs cleaning duties in the vicinity of the elevator.

ORGANIZATIONAL RELATIONSHIPS.—Reports to an elevator starter or other designated supervisor.

(3) POSITION.—ORDER FILLER—LEVEL 2.

BASIC FUNCTION.—Selects, assembles, and makes ready for shipment items requisitioned by postal field establishments.

DUTIES AND RESPONSIBILITIES.—

Is assigned any of the following duties:

(A) Separates sheets of the requisition form, fastens copies to clipboards and places on appropriate conveyor line.

(B) Clarifies writing on carbon copies of requisitions in order to minimize errors in filling requisitions.

(C) Sets up and prepares shipping containers.

(D) Places in cartons on conveyor lines the quantities of items requisitioned from an assigned station, indicating action taken opposite each item.

(E) Fills and labels bulk shipping orders and moves bulk material to dispatch area.

(F) Replenishes from stock items stored in individual stations and keeps stations neat and orderly to facilitate filling of requisitions.

(G) Transports bulk and individual shipments on hand trucks.

(H) Assembles materials for each requisition where conveyor lines converge.

(I) Places cartons on assembly table for coordination and packing.

(J) Checks requisition copies and items to assure that proper action has been taken.

(K) Directs items not requiring packing to dispatch area.

(L) Combines shipments to reduce packing.

(M) Transmits bulk slips and shipping labels to the appropriate person.

(N) Labels bulk and individual packages with printed labels to avoid hand labeling.

(O) Prepares labels by use of appropriate rubber stamps.

(P) Seals cartons with stapling machine or tape.

(Q) Packs supplies for shipment.

(R) Stacks and trucks completed orders.

ORGANIZATIONAL RELATIONSHIPS.—Reports to a foreman or other designated supervisor.

(4) POSITION.—CLERK. THIRD-CLASS POST OFFICE—LEVEL 2.

BASIC FUNCTION.—Sorts incoming and dispatches outgoing mail for a small number of points of separation and destination; provides a limited number of services at public windows.

DUTIES AND RESPONSIBILITIES.—

(A) Sorts incoming mail for general delivery, lock boxes, and one or more delivery routes.

(B) Postmarks and prepares mail for dispatch by train or other mail route; closes, locks, and affixes labels to pouches and mail sacks.

(C) Performs services at a public window, such as selling stamps, stamped envelopes, or other routine functions.

(D) As the needs of the service require, may perform other related duties incidental to the operation of the post office.

ORGANIZATIONAL RELATIONSHIPS.—Reports to a postmaster.

(5) POSITION.—GUARD—LEVEL 3.

BASIC FUNCTION.—Makes rounds of the post office building, and punches clocks at designated stations.

DUTIES AND RESPONSIBILITIES.—

(A) Patrols buildings, punching watchman's clock where furnished, checking door and window locks, noting and reporting fire hazards and other irregularities, such as running water and unclosed doors and windows.

(B) Sounds fire alarm.

(C) Preserves order in corridors and, when necessary, detains persons for interrogation by post-office inspectors or local police.

(D) In addition may perform any of the following duties:

(i) Gives directions to the public in building lobby.

(ii) Raises and lowers the flag.

(iii) Retrieves lost and found articles and delivers them to the appropriate place.

(iv) Obtains names of victims, doctors, police, and witnesses in the event of accident.

(v) Guards property entrances and prevents damage to property by the public.

(vi) Tends the heating plant of the building.

(vii) Operates elevators on a relief basis.

(viii) Does incidental cleaning and laboring work.

ORGANIZATIONAL RELATIONSHIPS.—Reports to a lieutenant of the guard, a building superintendent, or other designated supervisor.

(6) POSITION.—FILE CLERK—LEVEL 3.

BASIC FUNCTION.—Sets up and maintains files on one or more subject matters.

DUTIES AND RESPONSIBILITIES.—

(A) Prepares new file folders and maintains existing folders in correct order as prescribed in the established filing system.

(B) Transmits folders or information contained therein to authorized personnel (for example, forwards personnel folders to requesting supervisors, or copies data from folders to satisfy requests).

(C) Opens, sorts, and searches file material, and maintains files in up-to-date condition.

(D) In addition, may perform any of the following duties:

(i) Types from rough draft or plain copy.

(ii) Answers telephones.

(iii) Prepares requisitions for supplies.

(iv) Operates a mimeograph machine.

ORGANIZATIONAL RELATIONSHIPS.—Reports to a designated supervisor.

(7) POSITION.—TYPIST—LEVEL 3.

BASIC FUNCTION.—Types material such as forms, correspondence, and stencils from rough draft or plain copy.

DUTIES AND RESPONSIBILITIES.—

(A) In accordance with instructions and information furnished by supervisor, types forms, standard reports, and documents such as invitations to bid, orders, contracts, invoices, personnel actions, and related materials.

(B) Types correspondence and memoranda from rough drafts or general information.

(C) Cuts stencils for instructions, circulars, and other general uses.

(D) In addition, may perform any of the following duties:

- (i) Transcribes from a dictating machine.
- (ii) Operates a mimeograph machine.
- (iii) Files, checks requisitions, prepares vouchers, and answers the telephone.

ORGANIZATIONAL RELATIONSHIPS.—Reports to a designated supervisor.

(8) POSITION.—MAIL HANDLER—LEVEL 3.

BASIC FUNCTION.—Loads, unloads, and moves bulk mail, and performs other duties incidental to the movement and processing of mail.

DUTIES AND RESPONSIBILITIES.—

(A) Unloads mail received by trucks. Separates all mail received by trucks and conveyors for subsequent dispatch to other conveying units, and separates and delivers working mails for delivery to distribution areas.

(B) Places empty sacks or pouches on racks, labels them where labels are prearranged or racks are plainly marked, dumps mail from sacks, cuts ties, faces letter mail, carries mail to distributors for processing, places processed mail into sacks, removes filled sacks and pouches from racks, closes and locks same. Picks up sacks, pouches, and outside pieces, separates outgoing bulk mails for dispatch and loads mail onto trucks.

(C) Handles and sacks empty equipment, inspects empty equipment for mail content, restrings sacks.

(D) Cancels stamps on parcel post, operates canceling machines, carries mail from canceling machine to distribution cases.

(E) Assists in supply and slip rooms and operates addressograph, mimeograph, and similar machines.

(F) In addition, may perform any of the following duties:

(i) Acts as armed guard for valuable registry shipments and as watchman and guard around post office building.

(ii) Makes occasional simple distribution of parcel post mail requiring no scheme knowledge.

(iii) Operates electric fork-lift trucks.

(iv) Rewraps soiled or broken parcels.

(v) Performs other miscellaneous duties, such as stamping tickets, weighing incoming sacks, cleaning and sweeping in work-rooms, offices, and trucks where such work is not performed by regular cleaners.

ORGANIZATIONAL RELATIONSHIPS.—Reports to a foreman or other designated supervisor.

(9) POSITION.—GARAGEMAN—LEVEL 3.

BASIC FUNCTION.—Performs a variety of routine services incidental to the proper maintenance of motor vehicles.

DUTIES AND RESPONSIBILITIES.—

(A) Lubricates trucks in accordance with lubrication charts and type of truck.

(B) Changes crankcase oil and filter cleaners and cleans case in conformance with instructions and vehicle mileage.

(C) Changes tires and makes necessary repairs.

(D) Washes and steam-cleans trucks.

(E) Assists automotive mechanics.

(F) Fuels and oils trucks.

(G) Cleans garage, garage office, swing room, and washroom, as assigned.

ORGANIZATIONAL RELATIONSHIPS.—Reports to a foreman of mechanics or other designated supervisor.

(10) POSITION.—MOTOR VEHICLE OPERATOR—LEVEL 4.

BASIC FUNCTION.—Operates a mail truck on a regularly scheduled route to pick up and transport mail in bulk.

DUTIES AND RESPONSIBILITIES.—

(A) Picks up and delivers bulk quantities of mail at stations, branch offices, and terminal points; as required, picks up mail from collection boxes and deposits mail in relay boxes.

(B) Operates truck in conformity with time schedules and rules of safety, and in accordance with instructions regarding the route for which responsible.

(C) Ascertains the condition of the truck prior to leaving and upon returning to the garage; reports all accidents, mechanical defects noted, and mechanical failures while on route.

(D) In addition, may perform any of the following duties:

(i) Drives a tractor and semitrailer on occasion, unloading bagged mail and packages at post offices and picking up mail for delivery to a central point.

(ii) Prepares daily trip reports showing work performed.

(iii) Makes minor mechanical repairs to truck in emergencies while on route.

ORGANIZATIONAL RELATIONSHIPS.—Reports to a superintendent of motor vehicles or other designated supervisor.

(11) POSITION.—CITY OR SPECIAL CARRIER OR SPECIAL DELIVERY MESSENGER—LEVEL 4.

BASIC FUNCTION.—Is responsible for the prompt and efficient delivery and collection of mail on foot or by vehicle under varying conditions in a prescribed area within a city. As a representative of the postal service, maintains pleasant and effective public relations with route patrons and others, requiring a general familiarity with postal laws, regulations, and procedures commonly used, and with the geography of the city.

DUTIES AND RESPONSIBILITIES.—

(A) Routes or cases all classes of mail in sequence of delivery along an established route. Rearranges and relabels cases as required by route adjustments and changes in deliveries.

(B) Withdraws mail from the distribution case and prepares it in sequence for efficient delivery by himself or a substitute along an established route. Prepares and separates all classes of mail to be carried by truck to relay boxes along route for subsequent delivery.

(C) Enters change of address orders in change of address book and on appropriate form. Readdresses mail to be forwarded and marks for appropriate handling other mail addressed to route patrons who have moved. Sorts such mail into throw-back case for convenient handling by clerks.

(D) Delivers mail along a prescribed route, on a regular schedule, picking up additional mail from relay boxes. Collects mail from street letter boxes and accepts letters for mailing from patrons. Such service may be rendered on foot or by vehicle and in some instances may consist exclusively of parcel post delivery or collection of mail.

(E) Delivers and collects charges on customs, postage-due, and c.o.d. mail matter. Delivers and obtains receipts for registered and certain insured mail. Receipts for such matter, except insured mail, at the post office before beginning route and accounts for it upon return by payments of the amounts collected and delivery of receipts taken.

(F) Deposits mail collected in the post office upon return from route; faces such mail for stamp cancellation.

(G) Checks, and corrects if necessary, mailing cards presented by advertisers bearing names and addresses of patrons or former patrons of the route.

(H) Furnishes patrons with postal information when requested, and provides change of address cards and other postal forms as requested.

(I) Reports to supervisor all unusual incidents or conditions relating to mail delivery, including condition of street letter boxes and timecards.

(J) Regular city carriers assigned to foot delivery routes are required to become proficient in the casing of mail on at least one other foot delivery route.

(K) Substitute city carriers may be assigned to perform clerical duties and may be required to pass examinations on schemes of city primary distribution.

(L) Special-delivery carriers and special-delivery messengers receive special-delivery mail for delivery and sign c.o.d. and registered items at post office before beginning route; deliver on foot and by vehicle special-delivery mail to patrons; obtain signatures when required; collect amounts and fees on c.o.d.'s; in case of absent patrons, exercise judgment in determining whether to leave mail or leave notice and return mail to post office; return receipts and moneys collected to authorized personnel at post office.

(M) In addition, may perform any of the following duties:

(i) Checks hotels and other such establishments to insure that mail for residents undeliverable as addressed is not improperly held.

(ii) Delivers stamps or other paper supplies to contract or classified stations.

(iii) Serves at carriers' delivery window.

(iv) Receives and registers, where practical, all letters and packages of first-class matter properly offered for registration and gives receipt therefor.

(v) Makes delivery on other routes as assigned.

ORGANIZATIONAL RELATIONSHIPS.—Reports to a postmaster or assistant postmaster, or other designated supervisor.

(12) POSITION.—DISTRIBUTION CLERK—LEVEL 4.

BASIC FUNCTION.—Separates mail in a post office, terminal, airmail field, or other postal facility in accordance with established schemes, including incoming or outgoing mail or both.

DUTIES AND RESPONSIBILITIES.—

(A) Makes primary and one or more secondary distributions of incoming mail by delivery point (for example, classified or contract station or branch or other delivery unit, general delivery, lockboxes, rural or star route, or city carrier route) based on a knowledge of the distribution scheme established for that office.

(B) Makes primary and one or more secondary distributions of outgoing mail for dispatch (for example, by city, State, region, train, highway or railway post office, or airmail flight) based on a knowledge of the distribution scheme prescribed by the Postal Transportation Service.

(C) In addition, may perform any of the following duties:

- (i) Maintains records of mails.
- (ii) Examines balances in advance deposit accounts.
- (iii) Faces and cancels mail.
- (iv) Ties mail and inserts facing slips.
- (v) Opens and dumps pouches and sacks.
- (vi) Operates cancelling machines.
- (vii) Records and bills mail (for example, c.o.d., registered, and so forth) requiring special service.
- (viii) Renders service at public windows.

ORGANIZATIONAL RELATIONSHIPS.—Reports to a foreman or other designated supervisor.

(13) POSITION.—WINDOW CLERK—LEVEL 4.

BASIC FUNCTION.—Performs a variety of services at a public window of a post office or post office branch or station. As a representative of the postal service, maintains pleasant and effective public relations with patrons and others requiring a general familiarity with postal laws, regulations, and procedures commonly used.

DUTIES AND RESPONSIBILITIES.—

(A) Sells postage stamps, stamped paper, cards, internal revenue stamps, migratory bird stamps, and postal savings stamps and certificates.

(B) Accepts from and, after proper identification, delivers to patrons parcel post, insured, c.o.d., and registered mail; makes collection of required postage, issues necessary receipts, and issues general delivery mail to patrons.

(C) Verifies second-, third-, and fourth-class mailings, computing and maintaining on a current basis mailers' credit balances.

(D) Assigns special delivery and registered mail for delivery.

(E) Checks and sets post office stamp-vending machines, postage meters, and large mailers' stamp permit meters.

(F) Receives, follows up, and recommends action on patrons' claims and complaints.

(G) Issues and cashes foreign and domestic money orders and postal savings certificates.

(H) Rents post office boxes, receives rental payments, conducts reference checks, and completes related forms.

(I) Provides information to the public concerning postal regulations, mailing restrictions, rates, and other matters involving postal transactions.

(J) In addition, may perform any of the following duties:

- (i) Makes emergency carrier relays.
- (ii) Assists in alien registration and census matters.
- (iii) Separates and distributes mail.

ORGANIZATIONAL RELATIONSHIPS.—Reports to a postmaster, assistant postmaster, or other designated supervisor.

(14) POSITION.—AUTOMOTIVE MECHANIC—LEVEL 5.

BASIC FUNCTION.—Repairs mail trucks, including the removal and installation of complete motors, clutches, transmissions, and other major component parts.

DUTIES AND RESPONSIBILITIES.—

(A) Diagnoses mechanical and operating difficulties of vehicles, repairing defects, replacing worn or broken parts.

(B) Adjusts and tunes up engines, cleaning fuel pumps, carburetors, and radiators; regulates timing, and makes other necessary adjustments to maintain in proper operating condition trucks that are in service.

(C) Repairs or replaces automotive electrical equipment such as generators, starters, ignition systems, distributors, and wiring; installs and sets new spark plugs.

(D) Conducts road tests of vehicles after repairs, noting performance of engine, clutch, transmission, brakes, and other parts.

(E) Operates standard types of modern garage testing equipment.

(F) In addition, may perform any of the following duties:

(i) Removes, disassembles, reassembles, and installs entire engines.

(ii) Overhauls transmission, rear end assemblies, and braking systems.

(iii) Straightens frames and axles, welding broken parts where required.

(iv) Makes road calls to make emergency repairs.

(v) Makes required truck inspections.

ORGANIZATIONAL RELATIONSHIPS.—Reports to a foreman of mechanics or other designated supervisor.

(15) POSITION.—TRANSFER CLERK—LEVEL 5.

BASIC FUNCTION.—Arranges for transfer of mail at junction points between trains and other mail units and observes the separation, loading and unloading of mail by railroad employees to make certain that this is done properly.

DUTIES AND RESPONSIBILITIES.—

(A) Provides for the most expeditious transfer of mail from observations of the operation of trains, star route, or mail messenger vehicles, Government-owned vehicles and platform vehicles.

(B) Examines outgoing and incoming cars to determine maximum utilization of space and proper adherence to railroad safety requirements; reports findings, when necessary, to the district superintendent.

(C) Decides whether outbound cars in full authorizations should be held beyond the first available dispatches in order to obtain fuller loading and maximum utilization of the space paid for, making certain that this will not unduly delay the arrival of the mail at destination.

(D) Studies the routing and loading of mail dispatched from his station in storage cars in order to recommend changes which would bring about economies in line haul and terminal charges and effect earlier arrival. Gives similar attention to incoming mail to assure that dispatching divisions are using best routing and loading methods; reports facts to the district superintendent.

(E) Maintains close liaison with foremen of appropriate incoming and outgoing trains and vehicles to assure prompt receipt and expeditious dispatch of mail.

(F) Keeps informed on local holding orders for each outgoing dispatch and requests that departure of unit within these limitations be withheld when scheduled connections are delayed.

(G) Prepares list of railroad cars (except railway post office cars) in which mail is loaded, and maintains record of mail loaded and unloaded in outgoing and incoming trains. Serves notice on railroad company to cancel operation and purchases lesser storage unit in its place when necessary. Prepares official diagram and appropriately labels outgoing cars to indicate destination or next relay point.

(H) Inspects the loading and unloading of storage mail to secure individual piece count of lesser storage units (thirty feet and less); estimates volume when more than thirty feet.

(I) Observes and reports to designated supervisor any failure of the railroad company to afford protection for the mail.

(J) Qualifies periodically through examination on knowledge of distributing schemes, postal regulations, space rules, and train connections.

(K) In addition, may perform any of the following duties:

(i) Receipts for, transfers, and delivers registered mail between trains or between train and post office.

(ii) Distributes mail prescribed for distribution in transfer office.

ORGANIZATIONAL RELATIONSHIPS.—Reports to a foreman or other designated supervisor.

(16) POSITION.—DISTRIBUTION CLERK, R.P.O. OR H.P.O.—LEVEL 5.

BASIC FUNCTION.—Distributes mail in railway or highway post office prior to departure and while en route.

DUTIES AND RESPONSIBILITIES.—

(A) Determines the fastest or most expeditious dispatch of mail from the standpoint of assignment. In emergencies, such as floods, storms, wrecks, strikes, and missed connections, redistributes the mail so as to reach destination by the most expeditious alternative means, for example, by other railway post office or highway post office, airmail route, or star route.

(B) Distributes mail rapidly into letter case or pouches and sacks.

(C) Hangs pouches and sacks in racks and places labels in holders provided; labels letter cases in accordance with official diagram.

(D) Prepares mail for dispatch, involving labeling and tying of letter mail in packages for distribution in pouches, closing and locking sacks and pouches, and maintenance of proper separations for connections en route.

(E) In addition, may perform any of the following duties:

(i) Receives and dispatches mail en route.

(ii) Unloads mail and equipment at terminal of run.

(iii) Examines car to ascertain that no mail is left.

(iv) Convoys registered mail to post office and connecting lines.

(F) Qualifies through examination periodically on knowledge of distributing schemes, postal regulations, space rules, and train schedules.

ORGANIZATIONAL RELATIONSHIPS.—Reports to a foreman in charge of the railway post office car or highway post office.

(17) POSITION.—CLAIMS CLERK, PAYING OFFICE—LEVEL 5.

BASIC FUNCTION.—Examines claims for loss or damage of insured or c.o.d. mail matter and determines and approves for payment the amount found to be due under postal regulations.

DUTIES AND RESPONSIBILITIES.—

(A) Receives and reviews prescribed claim papers to ascertain whether:

(i) All necessary items of the appropriate claim form have been properly completed.

(ii) Proof of value has been properly determined.

(iii) Appropriate check has been made of applicable records.

(iv) Other necessary information has been supplied.

(B) Determines whether amount of claim exceeds amount of loss and the proper amount payable is within the limits of the indemnity.

(C) Conducts necessary correspondence in connection with the claim.

(D) Approves amount to be paid, and directs disposition of damaged articles.

(E) Maintains prescribed record of claims.

ORGANIZATIONAL RELATIONSHIPS.—Reports to an assistant postmaster or other designated supervisor.

(18) POSITION.—POSTMASTER, SMALL THIRD-CLASS OFFICE—LEVEL 5.

BASIC FUNCTION.—Is responsible for all operations of a small third-class post office, including actual performance of mail processing and window service, disbursement of funds and preparation of required reports. This office has no employees other than the postmaster and a replacement to serve during his leave; has annual receipts of approximately \$1,700; has no rural delivery service within its jurisdiction.

DUTIES AND RESPONSIBILITIES.—

(A) Conducts the activities of the office in such manner as to provide prompt and efficient postal service to the patrons of the office.

(B) Maintains direct contact with the public and gives personal attention to complaints.

(C) Sorts incoming mail for boxholders and general delivery; faces, cancels, sorts by destination, ties and sacks outgoing mail.

(D) At a window delivers general delivery mail, issues and cashes money orders, delivers c.o.d. and customs mail, accepts and delivers parcel post, registered and insured mail, sells stamps and stamped paper, and collects box rents.

(E) Prepares and submits estimates of operating allowances as required.

(F) Makes deposits of accountable funds; requisitions stamps and stamped paper; requisitions supplies; pays authorized bills.

(G) Maintains required office records; prepares and submits necessary reports in accordance with instructions.

(H) Maintains files for the office.

ORGANIZATIONAL RELATIONSHIPS.—Administratively responsible to a district manager.

(19) POSITION.—CLAIMS CLERK, COMMON AND CONTRACT CARRIERS—LEVEL 6.

BASIC FUNCTION.—Audits carriers' claims for the transportation of mail to insure their accuracy and correctness of form prior to certifying them for payment.

DUTIES AND RESPONSIBILITIES.—

(A) Checks original or draft of claims submitted by carriers using space procurement data, records of air carrier flights and weight allocations, reports of railroad space utilization, emergency space procured, and other pertinent reports and data submitted by the districts.

(B) Corrects errors in drafts of claims and returns them to the carrier for resubmission in final corrected form.

(C) Expedites the processing of claims by continuous coordination with the carriers to minimize the incidence of error on claims submitted.

(D) Rechecks resubmitted claims prior to certifying them for payment.

(E) Maintains records pertinent to carrier claims such as unscheduled air carrier flights, weight allocations for mail on flights of air carriers, and air line flight schedules.

(F) Accumulates data and prepares periodic and special reports on subjects related to the purchase and use of railroad space, and air carrier weight allocation.

ORGANIZATIONAL RELATIONSHIPS.—Reports to the supervisor in charge of the fiscal section in a Postal Transportation Service division office or other designated supervisor.

(20) POSITION.—POSTMASTER, THIRD-CLASS OFFICE—LEVEL 6.

BASIC FUNCTION.—Is responsible for all operations of a third-class post office, including actual performance of mail processing and window services, disbursement of funds and preparation of required reports. This office has one part time clerical employee; has annual receipts of approximately \$4,700; has no rural delivery service within its jurisdiction.

DUTIES AND RESPONSIBILITIES.—

(A) Supervises and conducts the activities of the office in order to provide prompt and efficient postal service to patrons.

(B) Maintains direct contact with the public and gives personal attention to complaints.

(C) Appoints personnel to serve in the post office within the limits prescribed by Departmental and Civil Service Regulations.

(D) Sorts incoming mail for boxholders and general delivery; faces, cancels, sorts by destination, ties and sacks outgoing mail.

(E) At a window delivers general delivery mail, issues and cashes money orders, delivers c. o. d. and customs mail, accepts and delivers parcel post, registered and insured mail, sells stamps and stamped paper, and collects box rents.

(F) Makes required deposits of accountable funds; requisitions stamps and stamped paper; requisitions supplies; pays authorized bills and makes salary disbursements.

(G) Prepares and submits annual estimates of manpower needs and operating allowances as required.

(H) Maintains required office records; prepares and submits necessary reports in accordance with instructions.

(I) Maintains files for the office.

ORGANIZATIONAL RELATIONSHIPS.—Administratively responsible to a district manager.

(21) POSITION.—FOREMAN, MAILS—LEVEL 7.

BASIC FUNCTION.—Supervises a group of employees engaged in carrying out assigned tasks connected with the processing of incoming or outgoing mail.

DUTIES AND RESPONSIBILITIES.—

(A) Lays out work for employees; insures attendance to duties and proper performance of assignments; shifts employees from one assignment to another to meet fluctuations in workload; answers questions respecting work progress.

(B) Trains new employees and provides continuous on-the-job training for all employees under his supervision.

(C) Reports unusual difficulties to a general foreman and suggests solutions. Personally resolves problems of a routine nature.

(D) Keeps required records for such matters as time, mail on hand and mail processed.

(E) Recommends personnel actions respecting subordinates; maintains morale among the employees in the group; adjusts complaints; supplies leadership necessary to secure maximum interest and effort from men and promotes cooperation and harmony.

ORGANIZATIONAL RELATIONSHIPS.—Administratively responsible to a general foreman or other designated superior. Supervises approximately twenty or more employees.

(22) POSITION.—POSTMASTER, THIRD-CLASS OFFICE—LEVEL 7.

BASIC FUNCTION.—Is responsible for all operations of a third-class post office, including actual participation in processing of mail and window services, disbursement of funds and preparation of required reports. This office has two clerical employees and annual receipts of approximately \$6,000, and rural delivery service within its jurisdiction.

DUTIES AND RESPONSIBILITIES.—

(A) Supervises the activities of the office in order to provide expeditious handling of the mails, and efficient and courteous postal service to patrons.

(B) Maintains direct contact with the public and gives personal attention to complaints.

(C) Appoints personnel to serve in the post office within the limits prescribed by Department and Civil Service Regulations; selects personnel and trains them in their respective positions.

(D) Directs the activities of employees; arranges working schedules of employees and is responsible for the administration of the Efficiency Appraisal System.

(E) Distributes incoming mail for carrier delivery, boxholders and general delivery; faces, cancels, distributes, ties and sacks outgoing mail; performs general delivery window services; issues and cashes money orders; delivers c.o.d. and customs mail; accepts and delivers parcel post, registered and insured mail; sells stamps, stamped paper, savings bonds, postal savings stamps and certificates, migratory and documentary stamps, and collects box rents.

(F) Checks financial accountability of employees in accordance with existing instructions; makes daily deposits of accountable funds in local bank; obtains bids for proposed purchases; requisitions supplies; issues checks for employees' salaries and other official disbursements.

(G) Prepares annual estimates of manpower needs and operating allowances for submission as required.

(H) Prepares reports of a recurring nature, reflecting various transactions of the office, such as personnel salary summaries, retirement and withholding tax data, cost estimates, money order and bond summaries and schedules of disbursement.

(I) Maintains all files for the office.

ORGANIZATIONAL RELATIONSHIPS.—Administratively responsible to a district manager.

(23) GENERAL FOREMAN.—R. P. O.—LEVEL [8] 7.

BASIC FUNCTION.—Directs mail service operations in a railway post office train with two or more authorized cars. Supervises a crew of foremen and clerks whose primary function is the distribution and exchange of mails en route.

DUTIES AND RESPONSIBILITIES.—

(A) Provides for the proper distribution, exchange, and dispatch of mail regularly assigned for handling in the railway post office cars. Makes decisions concerning the most expeditious dispatch, rerouting and utilization of alternative connections involving irregularly received mail and also in emergency situations.

(B) Directs mail service operations in the railway post office train including:

(i) Rapid distribution of all classes of mail in accordance with official diagrams and via most advantageous routing.

(ii) Handling, recording, and protection of registered mails.

(iii) Makeup and exchange of mail at intermediate and terminal offices.

(iv) Proper utilization of space in each railway post office car with relation to other storage space in train, and, except as charged to transfer clerks, for proper handling of all storage mail in train.

(v) Loading and unloading of railway post office cars to assure maximum use of available storage space without additional cost.

(vi) Proper usage of mail equipment and supplies.

(vii) Maintenance of distribution schemes and schedules of mail routes in corrected condition.

(C) Supervises the activities of foremen and clerks in the cars and reassigns them to various duties as may be required to complete maximum distribution. Instructs clerks on proper practices and procedures and reports failures to meet operating standards to the district superintendent.

(D) Inspects condition of railway post office cars and reports to the railroad company unsatisfactory situations.

(E) Completes trip report form covering service operations, including particulars of train operation, roster of clerks on duty, mails received, worked, and dispatched, and mails not worked; prepares a list of all cars on train in which mail is carried, a record of the mail, and a report of any irregularities in service. Observes and reports to district superintendent any failure of the railroad company to afford protection to the mail.

(F) May personally distribute letter mail for one or more States, and maintain record of pouches received and dispatched.

ORGANIZATIONAL RELATIONSHIPS.—Administratively responsible to a district superintendent or other designated superior. Directs, through one or more subordinate foremen, clerks assigned to the run.

(24) POSITION.—ASSISTANT POSTMASTER, SMALL FIRST-CLASS POST OFFICE—LEVEL [8] 7.

BASIC FUNCTION.—Serves as the overall assistant to the postmaster, providing general direction and supervision over mails, finance, personnel, and other related activities. This office has approximately sixteen employees, annual receipts of approximately \$63,000, and eight carrier routes within its jurisdiction.

DUTIES AND RESPONSIBILITIES.—

(A) Participates in the organization and management of the office to insure expeditious handling of the mails and to provide courteous and efficient service to patrons.

(B) Reviews and evaluates recommendations referred to the postmaster by subordinates with respect to promotions and disciplining of post office personnel; generally oversees the training of all personnel for their respective positions.

(C) Directs a continuous audit program concerning the accountability of responsible finance employees of the office.

(D) Reviews estimates of manpower needs and operating allowances for action of the postmaster.

(E) Analyzes and reports to the postmaster the daily manpower expenditures and is responsible through designated subordinates for maintaining proper apportionment of authorized allowances to operating units.

(F) Gives assistance and direction to key subordinate employees in planning and executing the mail handling, finance, and administrative programs of the post office.

(G) Reviews reports and recommendations of subordinates and attends to administrative matters essential to the management of the post office.

(H) Represents the postmaster in relationships with the public in the area, including representation with employee organizations.

(I) May personally handle window transactions and perform work elsewhere in the office as the workload requires.

(J) Assumes complete responsibility and authority for the post office in the postmaster's absence and at other times as required.

ORGANIZATIONAL RELATIONSHIPS.—Administratively responsible to the postmaster.

(25) POSITION.—POSTMASTER, SECOND-CLASS OFFICE—LEVEL [8] 7.

BASIC FUNCTION.—Is responsible for all operations of a second-class post office, including actual participation in processing of mail and window services, disbursement of funds and preparation of required reports. This office has approximately six employees, annual receipts of approximately \$16,000, and has rural delivery service within its jurisdiction.

DUTIES AND RESPONSIBILITIES.—

(A) Supervises and coordinates the activities of the office in order to provide expeditious handling of the mails, and efficient and courteous postal service to patrons.

(B) Maintains direct contact with the public on administrative matters and gives personal attention to complaints.

(C) Appoints personnel to serve in the post office within the limits prescribed by Departmental and Civil Service Regulations; selects personnel and trains them in their respective positions.

(D) Directs the activities of employees; arranges working schedules of employees; recommends promotions of employees; is responsible for the administration of the Efficiency Appraisal System.

(E) Distributes incoming mail for carrier delivery, boxholders and general delivery; faces, cancels, distributes, ties and sacks outgoing mail; performs general delivery window service; issues and cashes money orders; delivers c. o. d. and customs mails; accepts and delivers parcel post, registered and insured mail, sells stamps, stamped paper, savings bonds, postal savings stamps and certificates, migratory and documentary stamps, and collects box rents.

(F) Checks financial accountability of employees in accordance with existing instructions; makes daily deposits of accountable funds in local bank; obtains bids for proposed purchases; requisitions supplies; issues checks for employees' salaries and other official disbursements.

(G) Prepares annual estimates of manpower needs and operating allowances for submission as required.

(H) Prepares reports of a recurring nature, reflecting various transactions of the office, such as personnel salary summaries, retirement and withholding tax data, cost estimates, money order and bond summaries and schedules of disbursement.

(I) Maintains all files for the office.

ORGANIZATIONAL RELATIONSHIPS.—Administratively responsible to a district manager.

(26) POSITION.—GENERAL FOREMAN, MAILS—LEVEL [9] 8.

BASIC FUNCTION.—Directs foremen in the distribution of all or part of incoming mails, outgoing mails, or both, at a first-class post office.

DUTIES AND RESPONSIBILITIES.—

(A) Lays out work for foremen at the beginning of a tour and issues instructions.

(B) Oversees work in progress to prevent accumulation of mail.

(C) Insures that mail is distributed in accordance with established orders and instructions.

(D) Shifts men from one foreman to another to keep mails moving.

(E) Reports difficulties and suggests corrective measures to superior.

(F) Maintains required records.

(G) Assures that adequate on-the-job training is carried out to promote employee proficiency.

(H) Reviews and forwards recommendations of foremen respecting discipline, promotions, or changes in assignments; approves time and leave requests; submits manpower estimates.

ORGANIZATIONAL RELATIONSHIPS.—Administratively responsible to a superintendent or assistant superintendent or other designated superior. Directs, through approximately four foremen, employees as assigned.

(27) POSITION.—POSTMASTER, SMALL FIRST-CLASS OFFICE—LEVEL [9] 8.

BASIC FUNCTION.—Is responsible for all operations of a first-class post office, including direction and supervision of mails, finance, personnel, and other related activities. This office has approximately sixteen employees, annual receipts of approximately \$63,000, and city delivery service consisting of eight carrier routes within its jurisdiction.

DUTIES AND RESPONSIBILITIES.—

(A) Organizes the post office to insure expeditious handling of mails and to provide courteous and efficient service to the patrons.

(B) Maintains direct contact with the public on administrative matters and gives personal attention to complaints.

(C) Appoints personnel to serve in the post office within the limits prescribed by Departmental and Civil Services Regulations; determines that personnel are carefully selected and adequately trained for their respective positions.

(D) Directs the activities of employees; arranges working schedules of employees; recommends promotions of employees and is responsible for the proper administration of the Efficiency Appraisal System.

(E) Checks financial accountability of employees in accordance with existing instructions; makes daily deposits of accountable funds in local bank; obtains bids for proposed purchases; requisitions supplies.

(F) Prepares annual estimates of manpower needs and operating allowances for submission as required.

(G) Prepares reports of a recurring nature, reflecting various transactions of the post office; submits postmaster's accounts with supporting vouchers and documents in accordance with existing instructions.

(H) Advertises for bids for various services, including contract stations, vehicular service, mail messenger service, and vehicular maintenance service, and submits bids, with recommendations, as required.

(I) Directs the maintenance of files for the office.

(J) May personally handle window transactions and perform work elsewhere in the office as the workload requires.

ORGANIZATIONAL RELATIONSHIPS.—Administratively responsible to a district manager.

(28) POSITION.—BUILDING SUPERINTENDENT—LEVEL [10] 9.

BASIC FUNCTION.—Directs the janitorial, maintenance, and operating services of a large post office building and branches and stations covering an aggregate area of approximately 700,000 square feet, including security, heating and ventilating, mechanical and electrical equipment, and elevator services.

DUTIES AND RESPONSIBILITIES.—

(A) Plans and prepares work schedules and supervises the custodial forces in cleaning, heating, guarding, operating, and repairing the post office building and equipment.

(B) Makes frequent inspections to determine maintenance needs of the building and equipment, and to determine the efficiency of the janitorial and maintenance force.

(C) Prepares and answers correspondence relating to custodial service.

(D) Plans and supervises maintenance or alteration work under contract.

(E) Supervises the office force in the preparation of vouchers, requisitions and reports incidental to custodial service, and in the maintenance of required accounts and records.

(F) Recommends transfers, promotions, and disciplinary measures for custodial personnel.

(G) Inspects mechanical equipment to determine repair needs and adherence to standards of preventive maintenance.

ORGANIZATIONAL RELATIONSHIPS.—Administratively responsible to the postmaster or other designated superior. Directs, through a general foreman of laborers and a chief engineer, approximately 100 employees, including electricians and other skilled trades.

(29) POSITION.—POSTMASTER, FIRST-CLASS OFFICE—LEVEL [10] 9.

BASIC FUNCTION.—Is responsible for all operations of a first-class post office, including direction and supervision of mails, finance, personnel, and other related activities. This office has approximately twenty-seven employees, annual receipts of \$129,000, and eleven city delivery and rural carrier routes within its jurisdiction.

DUTIES AND RESPONSIBILITIES.—

(A) Organizes the post office to insure expeditious handling of mails and to provide courteous and efficient service to the patrons.

(B) Maintains direct contact with the public on administrative matters and gives personal attention to complaints.

(C) Appoints all personnel to serve in the post office within the limits prescribed by Departmental and Civil Service Regulations; determines that all personnel are carefully selected and adequately trained for their respective positions.

(D) Directs the activities of all employees; supervises arrangement of working schedules of employees; recommends promotions of employees; and is responsible for the proper administration of the Efficiency Appraisal System.

(E) Checks financial accountability of employees in accordance with existing instructions; makes daily deposits of accountable funds in local bank; obtains bids for proposed purchases; requisitions supplies.

(F) Prepares annual estimates of manpower needs and operating allowances for submission as required.

(G) Prepares reports of a recurring nature, reflecting various transactions of the post office; submits postmaster's accounts with supporting vouchers and documents in accordance with existing instructions.

(H) Advertises for bids for various services, including contract stations, vehicular service, mail messenger service, and vehicular maintenance service, and submits bids, with recommendations, as required.

(I) Directs the maintenance of files for the office.

(J) May personally handle window transactions and perform work elsewhere in the office as the workload requires.

ORGANIZATIONAL RELATIONSHIPS.—Administratively responsible to a district manager.

(30) POSITION.—TOUR SUPERINTENDENT, INCOMING OR OUTGOING MAILS—LEVEL [11] 10.

BASIC FUNCTION.—Directs general foremen in the distribution of incoming mails or outgoing mails on a tour at a large first-class post office.

DUTIES AND RESPONSIBILITIES.—

(A) Provides for the prompt and complete operation of a tour activity, such as incoming mails, outgoing mails, or all first- and third-class outgoing mails.

(B) Reassigns employees as necessary to meet peakload demands; provides direction to subordinate foremen, coordinating the portions of work assigned to them.

(C) Answers questions of subordinate foremen regarding operating problems; refers policy questions to his superior with appropriate recommendations.

(D) Reviews requests for personnel actions by subordinate foremen, recommending final action to superior.

(E) Reviews estimates of manpower required, consolidating for recommendation to superior.

ORGANIZATIONAL RELATIONSHIPS.—Administratively responsible to an assistant superintendent of mails or other designated superior. Directs, through general foremen, employees assigned to the tour.

(31) POSITION.—POSTMASTER, FIRST-CLASS OFFICE—LEVEL [11] 10.

BASIC FUNCTION.—Is responsible for all operations of a first-class post office, including direction and supervision of mails, finance, personnel, and other related activities. This office has approximately fifty-three employees, annual receipts of \$314,000, six Government-owned vehicle units, no classified stations, and twenty-five city and rural delivery routes within its jurisdiction.

DUTIES AND RESPONSIBILITIES.—

(A) Organizes the post office to insure expeditious handling of mails and to provide courteous and efficient service to the patrons.

(B) Maintains direct contact with the public on administrative matters and gives personal attention to complaints.

(C) Appoints personnel to serve in the post office within the limits prescribed by Departmental and Civil Service Regulations; determines that personnel are carefully selected and adequately trained for their respective positions.

(D) Directs the activities of all employees; supervises arrangement of working schedules of employees; recommends promotions of employees and is responsible for the proper administration of the Efficiency Appraisal System.

(E) Checks financial accountability of employees in accordance with existing instructions; makes daily deposits of accountable funds in local bank; obtains bids for proposed purchases; requisitions supplies.

(F) Prepares annual estimates of manpower needs and operating allowances for submission as required.

(G) Prepares numerous reports of a recurring nature, reflecting various transactions of the post office; submits postmaster's accounts with supporting vouchers and documents in accordance with existing instructions.

(H) Advertises for bids for various services, including contract stations, vehicular service, mail messenger service, and vehicular maintenance service, and submits bids, with recommendations, as required.

(I) Directs the maintenance of files for the office.

(J) May personally handle window transactions and perform work elsewhere in the office as the workload requires.

ORGANIZATIONAL RELATIONSHIPS.—Administratively responsible to a district manager.

(32) POSITION.—POSTAL INSPECTOR—LEVEL [12] 11.

BASIC FUNCTION.—Is responsible in an assigned territory, usually including all classes of post offices, for inspection and investigative programs covering all phases of the postal service. In heavily populated areas may be assigned a majority of the time to selected types of work as determined by the inspector-in-charge.

DUTIES AND RESPONSIBILITIES.—**ASSIGNED TERRITORY.**—

(A) Inspects post offices and related postal units to insure compliance with postal laws and regulations, protection and proper expenditure of postal revenues and appropriated funds, and evaluates and reports to administrative officials on operational efficiency.

(B) Maintains close working relationship with regional officials and submits to them factual information and recommendations on conditions and needs of the postal service; acts as counselor to postmasters and other postal officials and employees in explaining instructions, regulations, applicable laws and decisions.

(C) Investigates violations of postal laws, including, but not limited to, armed robbery, mailing of bombs, burglary, theft of mail, embezzlements, obscene literature and pictures, and mail fraud.

(D) Determines the validity and seriousness of charges against postmasters and other officers and employees and makes pertinent recommendations.

(E) Investigates local and area operating problems and recommends corrective action, and within his prescribed jurisdiction, initiates necessary corrective action, including restoration of service immediately in disaster areas caused by hurricanes, tornadoes, floods, and other catastrophes.

(F) Maintains liaison activities (i) with military installations to insure adequate postal service for the military forces; (ii) with Federal and State civil defense authorities at the area level; (iii) with branches of Federal and State law enforcement agencies.

(G) Ascertains postal needs for post offices and stations, rural and city delivery, changes in schedules, quarters, equipment, manpower, and procedures and reports findings and recommendations to appropriate officials.

SELECTED CASES.—

(H) Investigates the loss, theft, destruction, and damage to mail matter through technical analyses of complaints and other specialized procedures.

(I) Investigates money-order forgeries; investigates complaints of use of the mails to defraud and to operate lotteries.

(J) Investigates personal injuries, motor-vehicle and other accidents; develops evidence for defense of suits under the so-called Federal Tort Claims Act; recommends out-of-court settlements.

(K) In any criminal investigation, develops evidence, locates witnesses and suspects; apprehends and effects arrests of postal offenders, presents facts to United States attorney, and collaborates as required with Federal and State prosecutors in presentation before United States commissioner, grand jury, and trial court.

(L) Surveys postal service on an area basis to ascertain and recommend ways of improving service and effecting economies.

(M) Makes investigations of a variety of other matters and performs related duties as assigned.

ORGANIZATIONAL RELATIONSHIPS.—Responsible to the inspector-in-charge or the assistant inspector-in-charge of the division. Supervises trainees and other inspectors as assigned.

(33) POSITION.—POSTMASTER, FIRST-CLASS OFFICE—LEVEL [12] 11.

BASIC FUNCTION.—Is responsible for all operations of a first-class post office, including direction and supervision of mails, finance, buildings, personnel, and related services. This office has approximately seventy-two employees, annual receipts of \$797,000, six Government-owned vehicle units, no classified stations, and seventeen carrier routes within its jurisdiction.

DUTIES AND RESPONSIBILITIES.—

(A) Organizes the post office to insure expeditious handling of the mails and to provide efficient and courteous postal service to patrons.

(B) Represents the Post Office Department in its relationships with the public in the area.

(C) Appoints personnel to serve in the post office within the limits prescribed by Departmental and Civil Service Regulations; determines that personnel are carefully selected and adequately trained in their respective positions.

(D) Supervises the administration of the Efficiency Appraisal System and is responsible for maintaining satisfactory employee relations with representatives of employee organizations and individual employees.

(E) Reviews estimates of manpower needs and operating allowances, submits requests and recommendations as required, and determines that operations are efficiently carried out and expenditures authorized in accordance with approved estimates.

(F) Provides for the safeguarding of all moneys, the operation and maintenance of equipment and other facilities of the post office, and for the expenditure of funds in accordance with applicable laws and regulations.

(G) Approves requisitions for supplies and equipment submitted by operating officials of the post office for submission to the Supply Center or the Department.

ORGANIZATIONAL RELATIONSHIPS.—Administratively responsible to a district manager.

(34) POSITION.—STATION SUPERINTENDENT, LARGE CLASSIFIED STATION—LEVEL [13] 12.

BASIC FUNCTION.—Directs the operations of a large classified station, including the distribution, delivery, and dispatch of mail and all required window services to the public.

DUTIES AND RESPONSIBILITIES.—

(A) Plans and supervises the distribution of incoming and outgoing mails, the delivery service, including special delivery, and the dispatch of outgoing mail.

(B) Supervises services to the public at windows, including sales of stamps and stamped paper, money orders, postal savings stamps and certificates, migratory and documentary stamps, registry and insurance of mail; handling of c.o.d. items; general delivery and box mail.

(C) Supervises city and rural carriers and determines that delivery schedules are maintained; consults in the adjustment and establishment of routes to reflect changes in volume, patronage, or population; and recommends establishment or changes in location of collection boxes.

(D) Directs and maintains required records for personnel of station; verifies and approves timecards for payroll purposes; makes manpower estimates and reports; trains new supervisors and employees in various aspects of station operations.

(E) Requisitions supplies and equipment, stamps, stamped paper, and accountable forms from main post office, reissuing to subordinates as required. Is responsible for entire fixed credit of station and for operation within the allowance granted.

(F) Maintains effective relations with large mailers and the public; simplifies handling of mail, and takes appropriate action to meet complaints.

(G) In addition, may perform any of the following duties:

(i) Supervises the cleaning and custodial maintenance of the station building.

(ii) Makes necessary arrangements for special services such as alien registrations, special census reports, or handling of special purpose mailing.

ORGANIZATIONAL RELATIONSHIPS.—Administratively responsible to a superintendent of mails or other designated superior. Directs, through subordinate supervisors, approximately one thousand or more employees.

(35) POSITION.—ASSISTANT POSTMASTER. FIRST-CLASS OFFICE—LEVEL [13] 12.

BASIC FUNCTION.—Serves as the overall assistant to the postmaster, particularly on internal operations, and provides general direction over the mails, finance, administrative, and service functions of the post office. The office has approximately four hundred and fifty employees, annual receipts of \$2,700,000, fifty Government-owned vehicle units, one classified station or branch, and one hundred and thirty carrier routes within its jurisdiction.

DUTIES AND RESPONSIBILITIES.—

(A) Participates in the organization and management of the office to insure expeditious handling of the mails and to provide courteous and efficient service to patrons.

(B) Reviews and evaluates recommendations referred to the postmaster by subordinates with respect to promotions and disciplining of post-office personnel; generally oversees the training of all personnel for their respective positions.

(C) Directs a continuous audit program concerning the accountability of responsible finance employees of the office.

(D) Reviews estimates of manpower needs and operating allowances for action of the postmaster.

(E) Analyzes and reports to the postmaster the daily manpower expenditures and is responsible through designated subordinates for maintaining proper apportionment of authorized allowances to operating units.

(F) Gives assistance and direction to key subordinate officials in planning and executing the mail handling, finance, and administrative programs of the post office.

(G) Reviews reports and recommendations of subordinates and attends to administrative matters essential to the management of the post office.

(H) Represents the postmaster in relationships with the public in the area, including representation with employee organizations.

(I) Carries out special assignments for and as directed by the postmaster.

(J) Assumes complete responsibility and authority for the post office in the postmaster's absence and at other times as required.

ORGANIZATIONAL RELATIONSHIPS.—Administratively responsible to the postmaster.

(36) POSITION.—POSTMASTER, FIRST-CLASS OFFICE—LEVEL [13] 12.

BASIC FUNCTION.—Is responsible for all operations of a first-class post office, including the direction and supervision of mails, finance, buildings, personnel, and related services in the main post office, stations, and branches. This office has approximately one hundred and eighty employees, annual receipts of \$1,000,000, twenty-one Government-owned vehicle units, three classified stations, and sixty-five carrier routes within its jurisdiction.

DUTIES AND RESPONSIBILITIES.—

(A) Organize the post office to insure expeditious handling of the mails and to provide efficient and courteous postal service to patrons.

(B) Represents the Post Office Department in its relationships with the public in the area.

(C) Appoints personnel to serve in the post office within the limits prescribed by Departmental and Civil Service Regulations; determines that personnel are carefully selected and adequately trained for their respective positions.

(D) Supervises the administration of the Efficiency Appraisal System and is responsible for maintaining satisfactory employee relations with representatives of employee organizations and individual employees.

(E) Reviews estimates of manpower needs and operating allowances, submits requests and recommendations as required, and determines that operations are efficiently carried out and expenditures authorized in accordance with approved estimates.

(F) Provides for the safeguarding of all moneys, the operation and maintenance of equipment and other facilities of the post office, and for the expenditure of funds in accordance with applicable laws and regulations.

(G) Approves requisitions for supplies and equipment submitted by operating officials of the post office for submission to the Supply Center or the Department.

ORGANIZATIONAL RELATIONSHIPS.—Administratively responsible to a district manager.

(37) POSITION.—ASSISTANT POSTMASTER, FIRST-CLASS OFFICE—LEVEL [14] 13.

BASIC FUNCTION.—Serves as the overall assistant to the postmaster, particularly on internal operations, and provides general direction over the mails, finance, administrative, and service functions of the post office. This office has approximately one thousand and two hundred employees, annual receipts of \$8,460,000, one hundred and seventeen Government-owned vehicle units, sixteen classified stations and branches, and two hundred and ninety carrier routes within its jurisdiction.

DUTIES AND RESPONSIBILITIES.—

(A) Participates in the organization and management of the office to insure expeditious handling of the mails and to provide courteous and efficient service to patrons.

(B) Reviews and evaluates recommendations referred to the postmaster by subordinates with respect to promotions and disciplining of post office personnel; generally oversees the training of all personnel for their respective positions.

(C) Directs a continuous audit program concerning the accountability of responsible finance employees of the office.

(D) Reviews estimates of manpower needs and operating allowances for action of the postmaster.

(E) Analyzes and reports to the postmaster the daily manpower expenditures and is responsible through designated subordinates for maintaining proper apportionment of authorized allowances to operating units.

(F) Gives assistance and direction to key subordinate officials in planning and executing the mail handling, finance, and administrative programs of the post office.

(G) Reviews reports and recommendations of subordinates and attends to administrative matters essential to the management of the post office.

(H) Represents the postmaster in relationship with the public in the area, including representation with employee organizations.

(I) Carries out special assignments for and as directed by the postmaster.

(J) Assumes complete responsibility and authority for the post office in the postmaster's absence and at other times as required.

ORGANIZATIONAL RELATIONSHIPS.—Administratively responsible to the postmaster.

(38) POSITION.—POSTMASTER, FIRST-CLASS OFFICE—LEVEL [14] 13.

BASIC FUNCTION.—Is responsible for all operations of a first-class post office, including direction and supervision of mails, finance, buildings, personnel, and related services in the main post office, stations, and branches. This office has approximately four hundred and fifty employees, annual receipts of \$2,700,000, fifty Government-owned vehicle units, one classified station or branch, and one hundred and thirty carrier routes within its jurisdiction.

DUTIES AND RESPONSIBILITIES.—

(A) Organizes the post office to insure expeditious handling of the mails and to provide courteous and efficient postal service to patrons.

(B) Represents the Post Office Department in its relationships with the public in the area.

(C) Appoints personnel to serve in the post office within the limits prescribed by Departmental and Civil Service Regulations; determines that personnel are carefully selected and adequately trained in their respective positions.

(D) Supervises the administration of the Efficiency Appraisal System and is responsible for maintaining satisfactory employee relations with representatives of employee organizations and individual employees.

(E) Reviews estimates of manpower needs and operating allowances, submits requests and recommendations as required, and determines that operations are efficiently carried out and expenditures authorized in accordance with approved estimates.

(F) Provides for the safeguarding of all moneys, the operation and maintenance of equipment and other facilities of the post office, and for the expenditure of funds in accordance with applicable laws and regulations.

(G) Approves requisitions for supplies and equipment submitted by operating officials of the post office for submission to the Supply Center or the Department.

ORGANIZATIONAL RELATIONSHIPS.—Administratively responsible to a regional director or other designated superior.

(39) POSITION.—ASSISTANT POSTMASTER, FIRST-CLASS OFFICE—LEVEL [15] 14.

BASIC FUNCTION.—Serves as the overall assistant to the postmaster, particularly on internal operations, and provides general direction over the mails, finance, administrative and service functions of the post office. This office has approximately three thousand two hundred employees, annual receipts of \$16,900,000, two hundred Government-owned vehicle units, thirty-four classified stations and branches, and one thousand carrier routes within its jurisdiction.

DUTIES AND RESPONSIBILITIES.—

(A) Participates in the organization and management of the office to insure expeditious handling of the mails and to provide courteous and efficient service to patrons.

(B) Reviews and evaluates recommendations referred to the postmaster by subordinates with respect to promotions and disciplining of post-office personnel; generally oversees the training of all personnel for their respective positions.

(C) Directs a continuous audit program concerning the accountability of responsible finance employees of the office.

(D) Reviews estimates of manpower needs and operating allowances for action of the postmaster.

(E) Analyzes and reports to the postmaster the daily manpower expenditures and is responsible through designated subordinates for maintaining proper apportionment of authorized allowances to operating units.

(F) Gives assistance and direction to key subordinate officials in planning and executing the mail handling, finance, and administrative programs of the post office.

(G) Reviews reports and recommendations of subordinates and attends to administrative matters essential to the management of the post office.

(H) Represents the postmaster in relationships with the public in the area, including representation with employee organizations.

(I) Carries out special assignments for and as directed by the postmaster.

(J) Assumes complete responsibility and authority for the post office in the postmaster's absence and at other times as required.

ORGANIZATIONAL RELATIONSHIPS.—Administratively responsible to the postmaster.

(40) POSITION.—POSTMASTER, FIRST-CLASS OFFICE—LEVEL [15] 14.

BASIC FUNCTION.—Is responsible for all operations of a first-class post office, including direction and supervision of mails, finance, buildings, personnel, and related services in the main post office, stations and branches. This office has approximately seven hundred employees, annual receipts of \$4,470,000, seventy-seven Government-owned vehicle units, eight classified stations and branches, and two hundred carrier routes within its jurisdiction.

DUTIES AND RESPONSIBILITIES.—

(A) Organizes the post office to insure expeditious handling of the mails and to provide courteous and efficient postal service to patrons.

(B) Represents the Post Office Department in its relationships with the public in the area.

(C) Appoints personnel to serve in the post office within the limits prescribed by Departmental and Civil Service Regulations; determines that personnel are carefully selected and adequately trained in their respective positions.

(D) Supervises the administration of the Efficiency Appraisal System and is responsible for maintaining satisfactory employee relations with representatives of employee organizations and individual employees.

(E) Reviews estimates of manpower needs and operating allowances, submits requests and recommendations as required, and determines that operations are efficiently carried out and expenditures authorized in accordance with approved estimates.

(F) Provides for the safeguarding of all moneys, the operation and maintenance of equipment and other facilities of the post office, and for the expenditure of funds in accordance with applicable laws and regulations.

(G) Approves requisitions for supplies and equipment submitted by operating officials of the post office for submission to the Supply Center or the Department.

ORGANIZATIONAL RELATIONSHIPS.—Administratively responsible to a regional director or other designated superior.

(41) POSITION.—GENERAL SUPERINTENDENT, PTS DIVISION—LEVEL [16] 15.

BASIC FUNCTION.—Directs all activities of a division of the Postal Transportation Service of average size and complexity in terms of numbers of employees and in expenditure of funds, or in terms of the importance of the mail gateways in the division, the volume and complexity of the mail and mail handling operations, and concentrations which create congestions. Is responsible for the transportation, transfer, distribution, and dispatch of mail in transit, and for the efficient and economical operation of the division.

DUTIES AND RESPONSIBILITIES.—

(A) Directs and coordinates the activities of subordinate district superintendents in planning and effectuating the transportation and processing of transit mail within, entering, or emanating from the division; confers with officials of commercial carriers regarding mail handling and transportation, schedules, security of mail in transit, and rates.

(B) Provides, through his assistants, general supervision over the activities of the employees of the division. Establishes manpower controls, effective employee relations, and inspections of personnel activities, both informally and as required by regulations.

(C) Exercises administrative control over the district superintendents and, through them, the constituent field units such as transfer offices, airmail fields, terminals, railway post office lines, highway post office lines, and contract carriers such as star routes and mail messenger routes, and related operating units; maintains financial control of the division, reporting on expenditures and requirements as directed.

(D) Maintains liaison with airlines, railroads, trucklines, and other contract carriers; contacts major publishers, mail-order houses, and other large volume patrons with respect to mass mailing problems.

(E) Coordinates division activities with those of contiguous divisions and with other segments of the Post Office Department within the area.

ORGANIZATIONAL RELATIONSHIPS.—Administratively responsible to a regional director. Directs, through an assistant and district superintendents, up to three thousand three hundred employees.

(42) POSITION.—ASSISTANT POSTMASTER, LARGE FIRST-CLASS OFFICE—LEVEL [16] 15.

BASIC FUNCTION.—Serves as the overall assistant to the postmaster, particularly on internal operations, and provides general direction over the mails, finance, administrative and service functions of the post office. This office has approximately eight thousand employees, annual receipts of \$48,000,000, four hundred Government-owned vehicle units, fifty classified stations and branches, and one thousand four hundred carrier routes within its jurisdiction.

DUTIES AND RESPONSIBILITIES.—

(A) Participates in the organization and management of the office to insure expeditious handling of the mails and to provide courteous and efficient service to patrons.

(B) Reviews and evaluates recommendations referred to the postmaster by subordinates with respect to promotions and disciplining of post office personnel; generally oversees the training of all personnel for their respective positions.

(C) Directs a continuous audit program concerning the accountability of responsible finance employees of the office.

(D) Reviews estimates of manpower needs and operating allowances for action of the postmaster.

(E) Analyzes and reports to the postmaster the daily manpower expenditures and is responsible through designated subordinates for maintaining proper apportionment of authorized allowances to operating units.

(F) Gives assistance and direction to key subordinate officials in planning and executing the mail handling, finance, and administrative programs of the post office.

(G) Reviews reports and recommendations of subordinates and attends to administrative matters essential to the management of the post office.

(H) Represents the postmaster in relationships with the public in the area, including representation with employee organizations.

(I) Carries out special assignments for and as directed by the postmaster.

(J) Assumes complete responsibility and authority for the post office in the postmaster's absence and at other times as required.

ORGANIZATIONAL RELATIONSHIPS.—Administratively responsible to the postmaster.

(43) POSITION.—POSTMASTER, FIRST-CLASS OFFICE—LEVEL [16] 15.

BASIC FUNCTION.—Is responsible for all operations of a first-class post office, including direction and supervision of mails, finance, buildings, personnel, and related services in the main post office, stations, and branches. This office has approximately one thousand two hundred employees, annual receipts of \$8,460,000, one hundred and seventeen Government-owned vehicle units, sixteen classified stations and branches, and two hundred and ninety carrier routes within its jurisdiction.

DUTIES AND RESPONSIBILITIES.—

(A) Organizes the post office to insure expeditious handling of the mails and to provide courteous and efficient postal service to patrons.

(B) Represents the Post Office Department in its relationships with the public in the area.

(C) Appoints all personnel to serve in the post office within the limits prescribed by Departmental and Civil Service Regulations; determines that all personnel are carefully selected and adequately trained in their respective positions.

(D) Supervises the administration of the Efficiency Appraisal System and is responsible for maintaining satisfactory employee relations with representatives of employee organizations and individual employees.

(E) Reviews estimates of manpower needs and operating allowances, submits requests and recommendations as required, and determines that operations are efficiently carried out and expenditures authorized in accordance with approved estimates.

(F) Provides for the safeguarding of all moneys, the operation and maintenance of equipment and other facilities of the post office, and for the expenditure of funds in accordance with applicable laws and regulations.

(G) Approves requisitions for supplies and equipment submitted by operating officials of the post office for submission to the Supply Center or the Department.

ORGANIZATIONAL RELATIONSHIPS.—Administratively responsible to a regional director or other designated superior.

(44) POSITION.—GENERAL SUPERINTENDENT, LARGEST PTS DIVISION—LEVEL [17] 16.

BASIC FUNCTION.—Directs all activities of one of the largest divisions of the Postal Transportation Service in terms of numbers of employees and in expenditure of funds, as well as in terms of the importance of the mail gateways in the division, the volume and complexity of the mail and mail handling operations, and concentrations which create congestions. Is responsible for the transportation, transfer, distribution, and dispatch of mail in transit, and for the efficient and economical operation of the division.

DUTIES AND RESPONSIBILITIES.—

(A) Directs and coordinates the activities of subordinate district superintendents in planning and effectuating the transportation and processing of transit mail within, entering, or emanating from the division; confers with officials of commercial carriers regarding mail-handling and transportation schedules, security of mails in transit, and rates.

(B) Provides, through his assistants, general supervision over the activities of the employees of the division. Establishes manpower controls, effective employee relations, and inspections of personnel activities, both informally and as required by regulations.

(C) Exercises administrative control over the district superintendents and, through them, the constituent field units such as transfer offices, air mail fields, terminals, railway post office lines, highway post office lines, and contract carriers such as star routes and mail messen-

ger routes, and related operating units; maintains financial control of the division, reporting on expenditures and requirements as directed.

(D) Maintains liaison with airlines, railroads, trucklines, and other contract carriers; contacts major publishers, mail-order houses, and other large volume patrons with respect to mass mailing problems.

(E) Coordinates division activities with those of contiguous divisions and with other segments of the Post Office Department within the area.

ORGANIZATIONAL RELATIONSHIPS.—Administratively responsible to a regional director. Directs, through an assistant and district superintendents, approximately three thousand three hundred or more employees.

(45) POSITION.—ASSISTANT POSTMASTER, LARGEST FIRST-CLASS OFFICE—LEVEL [17] 16.

BASIC FUNCTION.—Serves as the overall assistant to the postmaster, particularly on internal operations, and provides general direction over the mails, finance, administrative, and service functions of the post office. This office has approximately twenty thousand employees, annual receipts of \$140,000,000, one thousand one hundred Government-owned motor-vehicle units, sixty-six classified stations and branches, and three thousand two hundred carrier routes within its jurisdiction.

DUTIES AND RESPONSIBILITIES.—

(A) Participates in the organization and management of the office to insure expeditious handling of the mails and to provide courteous and efficient service to patrons.

(B) Reviews and evaluates recommendations referred to the postmaster by subordinates with respect to promotions and disciplining of post-office personnel; generally oversees the training of all personnel for their respective positions.

(C) Directs a continuous audit program concerning the accountability of responsible finance employees of the office.

(D) Reviews estimates of manpower needs and operating allowances for action of the postmaster.

(E) Analyzes and reports to the postmaster the daily manpower expenditures and is responsible through designated subordinates for maintaining proper apportionment of authorized allowances to operating units.

(F) Gives assistance and direction to key subordinate officials in planning and executing the mail handling, finance, and administrative programs of the post office.

(G) Reviews reports and recommendations of subordinates and attends to administrative matters essential to the management of the post office.

(H) Represents the postmaster in relationships with the public in the area, including representation with employee organizations.

(I) Carries out special assignments for and as directed by the postmaster.

(J) Assumes complete responsibility and authority for the post office in the postmaster's absence and at other times as required.

ORGANIZATIONAL RELATIONSHIPS.—Administratively responsible to the postmaster,

(46) POSITION.—POSTMASTER, FIRST-CLASS OFFICE—LEVEL [17] 16.

BASIC FUNCTIONS.—Is responsible for all operations of a first-class post office, including direction and supervision of mails, finance, buildings, personnel, and related services in the main post office and stations and branches. This office has approximately three thousand two hundred employes, annual receipts of \$16,900,000, two hundred Government-owned vehicle units, thirty-four classified stations and branches, and one thousand carrier routes within its jurisdiction.

DUTIES AND RESPONSIBILITIES.—

(A) Organizes the post office to insure expeditious handling of the mails and to provide courteous and efficient postal service to patrons.

(B) Represents the Post Office Department in its relationships with the public in the area.

(C) Appoints personnel to serve in the post office within the limits prescribed by Departmental and Civil Service Regulations; determines that personnel are carefully selected and adequately trained for their respective positions.

(D) Supervises the administration of the Efficiency Appraisal System and is responsible for maintaining satisfactory employee relations with representatives of employee organizations and individual employees.

(E) Reviews estimates of manpower needs and operating allowances, submits requests and recommendations as required, and determines that operations are efficiently carried out and expenditures authorized in accordance with approved estimates.

(F) Provides for the safeguarding of all moneys, the operation and maintenance of equipment and other facilities of the post office, and for the expenditure of funds in accordance with applicable laws and regulations.

(G) Approves requisitions for supplies and equipment submitted by operating officials of the post office for submission to the Supply Center or the Department.

ORGANIZATIONAL RELATIONSHIPS.—Administratively responsible to a regional director or other designated superior.

(47) POSITION.—POSTMASTER, LARGE FIRST-CLASS OFFICE—LEVEL [18] 17.

BASIC FUNCTION.—Is responsible for all operations of a large first-class post office, including direction and supervision of mails, finance, buildings, personnel, and related services in the main post office and stations and branches. This office has approximately eight thousand employees, annual receipts of \$48,000,000, four hundred Government-owned vehicle units, fifty classified stations and branches, and one thousand four hundred carrier routes within its jurisdiction.

DUTIES AND RESPONSIBILITIES.—

(A) Organizes the post office to insure expeditious handling of the mails and to provide courteous and efficient postal service to patrons.

(B) Represents the Post Office Department in its relationships with the public in the area.

(C) Appoints personnel to serve in the post office within the limits prescribed by Departmental and Civil Service Regulations; deter-

mines that personnel are carefully selected and adequately trained for their respective positions.

(D) Supervises the administration of the Efficiency Appraisal System and is responsible for maintaining satisfactory employee relations with representatives of employee organizations and individual employees.

(E) Reviews estimates of manpower needs and operating allowances, submits requests and recommendations as required, and determines that operations are efficiently carried out and expenditures authorized in accordance with approved estimates.

(F) Provides for the safeguarding of all moneys, the operation and maintenance of equipment and other facilities of the post office, and for the expenditure of funds in accordance with applicable laws and regulations.

(G) Approves requisitions for supplies and equipment submitted by operating officials of the post office for submission to the Supply Center or the Department.

ORGANIZATIONAL RELATIONSHIPS.—Administratively responsible to a regional director or other designated superior.

(48) POSITION.—POSTMASTER, LARGEST FIRST-CLASS OFFICE—LEVEL [19] 18.

BASIC FUNCTION.—Is responsible for all operations of one of the largest first-class offices, including direction and supervision of mails, finance, buildings, personnel, and related services in the main post office, stations and branches. This office has approximately twenty thousand employees, annual receipts of \$140,000,000, one thousand one hundred Government-owned vehicle units, sixty-six classified stations and branches, and three thousand two hundred carrier routes within its jurisdiction.

DUTIES AND RESPONSIBILITIES.—

(A) Organizes the post office to insure expeditious handling of the mails and to provide courteous and efficient postal service to patrons.

(B) Represents the Post Office Department in its relationships with the public in the area.

(C) Appoints personnel to serve in the post office within the limits prescribed by Departmental and Civil Service Regulations; determines that personnel are carefully selected and adequately trained in their respective positions.

(D) Supervises the administration of the Efficiency Appraisal System and is responsible for maintaining satisfactory employee relations with representatives of employee organizations and individual employees.

(E) Reviews estimates of manpower needs and operating allowances, submits requests and recommendations as required, and determines that operations are efficiently carried out and expenditures authorized in accordance with approved estimates.

(F) Provides for the safeguarding of all moneys, the operation and maintenance of equipment and other facilities of the post office, and for the expenditure of funds in accordance with applicable laws and regulations.

(G) Approves requisitions for supplies and equipment submitted by operating officials of the post office for submission to the Supply Center or the Department.

ORGANIZATIONAL RELATIONSHIPS.—Administratively responsible to a regional director.

(49) POSITION.—REGIONAL DIRECTOR—LEVEL [20] 19.

BASIC FUNCTION.—Directs the management of all postal activities within the jurisdiction of an assigned region in accordance with basic departmental policies and with functional direction and guidance from Assistant Postmasters General.

DUTIES AND RESPONSIBILITIES.—

(A) Develops and formulates policies and practices for the region within basic policies and instructions of the Postmaster General.

(B) Manages post office operations.

(C) Administers routing, distribution, and transportation of mail within and in transit through the region.

(D) Arranges for the provision of adequate facilities and equipment for all postal functions in the region.

(E) Administers the personnel program of the region, including employment, placement, training, evaluation of positions, employee relations, and other personnel functions.

(F) Authorizes and issues allowances for all expenditures and exercises budgetary controls.

(G) Administers cost reduction programs and provides industrial engineering services to operating segments of the region.

(H) Maintains effective public relations with the general public, large mail users, and with Federal, State, and municipal authorities.

ORGANIZATIONAL RELATIONSHIPS.—Administratively responsible to the Deputy Postmaster General. Directs, through subordinate officials, approximately thirty thousand to thirty-five thousand employees in some three thousand offices within the region.

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TITLE III—BASIC SALARY SCHEDULES**POSTAL FIELD SERVICE SCHEDULE**

SEC. 301. (a) There is established a basic salary schedule for positions in the postal field service which shall be known as the Postal Field Service Schedule, and for which the symbol shall be "PFS". Except as provided in sections 302 and 303 of this Act, basic salary shall be paid to all employees in accordance with this schedule.

POSTAL FIELD SERVICE SCHEDULE

Level	Per annum rates and steps						
1	\$3,095	\$3,205	\$3,315	\$3,425	\$3,535	\$3,645	\$3,755
Temporary rate	3,170	3,285	3,400	3,515	3,630	3,745	3,860
2	3,320	3,435	3,550	3,665	3,780	3,895	4,010
Temporary rate	3,405	3,525	3,645	3,765	3,885	4,005	4,125
3	3,580	3,705	3,830	3,955	4,080	4,205	4,330
Temporary rate	3,670	3,800	3,930	4,060	4,190	4,320	4,450
4	3,935	4,070	4,205	4,340	4,475	4,610	4,745
Temporary rate	4,035	4,175	4,315	4,455	4,595	4,735	4,875
5	4,170	4,305	4,440	4,575	4,710	4,845	4,980
Temporary rate	4,275	4,415	4,555	4,695	4,835	4,975	5,115
6	4,505	4,655	4,805	4,955	5,105	5,255	5,405
Temporary rate	4,620	4,775	4,930	5,085	5,240	5,395	5,550
7	4,870	5,035	5,200	5,365	5,530	5,695	5,860
Temporary rate	4,990	5,160	5,330	5,500	5,670	5,840	6,010
8	5,255	5,440	5,625	5,810	5,995	6,180	6,365
Temporary rate	5,385	5,575	5,765	5,955	6,145	6,335	6,525
9	5,675	5,875	6,075	6,275	6,475	6,675	6,875
Temporary rate	5,815	6,020	6,225	6,430	6,635	6,840	7,045
10	6,235	6,450	6,665	6,880	7,095	7,310	7,525
Temporary rate	6,390	6,610	6,830	7,050	7,270	7,490	7,710
11	6,860	7,095	7,330	7,565	7,800	8,035	8,270
Temporary rate	7,030	7,270	7,510	7,750	7,990	8,230	8,470
12	7,545	7,805	8,065	8,325	8,585	8,845	9,105
Temporary rate	7,735	8,000	8,265	8,530	8,795	9,060	9,325
13	8,310	8,590	8,870	9,150	9,430	9,710	9,990
Temporary rate	8,520	8,805	9,090	9,375	9,660	9,945	10,230
14	9,140	9,440	9,740	10,040	10,340	10,640	10,940
Temporary rate	9,370	9,680	9,990	10,300	10,610	10,920	11,230
15	10,050	10,375	10,700	11,025	11,350	11,675	12,000
Temporary rate	10,390	10,635	10,970	11,305	11,640	11,975	12,310
16	11,075	11,400	11,725	12,050	12,375	12,700	13,025
Temporary rate	11,350	11,685	12,020	12,355	12,690	13,025	13,360
17	12,255	12,580	12,905	13,230	13,555	13,880	14,205
Temporary rate	12,560	12,895	13,230	13,565	13,900	14,235	14,570
18	13,760	14,085	14,410	14,735	15,060	15,385	15,760
Temporary rate	14,105	14,440	14,775	15,110	15,445	15,780	16,115
19	15,050	15,375	15,700	16,025	16,350	16,675	17,000
Temporary rate	15,425	15,760	16,095	16,430	16,765	17,100	17,435
20	16,000						

POSTAL FIELD SERVICE SCHEDULE

Level	Per annum rates and steps					
	1	2	3	4	5	6
1	\$3,950	\$4,085	\$4,220	\$4,355	\$4,480	\$4,610
2	4,250	4,390	4,530	4,670	4,810	4,950
3	4,650	4,800	4,955	5,110	5,265	5,420
4	4,990	5,145	5,300	5,455	5,610	5,765
5	5,340	5,505	5,670	5,835	6,000	6,165
6	5,710	5,885	6,060	6,235	6,410	6,585
7	6,200	6,400	6,600	6,800	7,000	7,200
8	6,730	6,950	7,170	7,390	7,610	7,830
9	7,350	7,590	7,830	8,070	8,310	8,550
10	8,100	8,350	8,600	8,850	9,100	9,350
11	8,900	9,190	9,480	9,770	10,060	10,350
12	9,700	10,000	10,300	10,600	10,900	11,200
13	10,700	11,030	11,360	11,690	12,020	12,350
14	11,900	12,250	12,600	12,950	13,300	13,650
15	13,000	13,375	13,750	14,125	14,500	14,875
16	14,200	14,575	14,950	15,325	15,700	16,075
17	15,900	16,275	16,650	17,025	17,400	17,775
18	17,400	17,775	18,150	18,525	18,900	19,275
19	18,000	18,375	18,750	19,125	19,500	

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RURAL CARRIER SCHEDULE

SEC. 302. (a) There is established a basic salary schedule which shall be known as the Rural Carrier Schedule, and for which the symbol shall be "RCS", for carriers in the rural delivery service, which is based in part on fixed compensation per annum and in part on specified rates per mile per annum. Basic salary shall be paid to rural carriers in accordance with this schedule.

RURAL CARRIER SCHEDULE

	Per annum rates and steps						
	1	2	3	4	5	6	7
Carriers in rural delivery service:							
Fixed compensation per annum-----	\$1,841	\$1,896	\$1,951	\$2,006	\$2,061	\$2,116	\$2,171
Temporary rate-----	1,941	2,001	2,061	2,121	2,181	2,241	2,301
Compensation per mile per annum for each mile up to 30 miles of route-----	65	67	69	71	73	75	77
For each mile of route over 30 miles-----	22	22	22	22	22	22	22
Temporary carriers in rural delivery service on routes to which no regular carrier is assigned:							
Fixed compensation per annum-----	1,841						
Temporary rate-----	1,941						
Compensation per mile per annum for each mile up to 30 miles of route-----	65						
For each mile of route over 30 miles-----	22						
Temporary carriers in rural delivery service on routes having regular carriers absent without pay or on military leave-----	(1)	(1)	(1)	(1)	(1)	(1)	(1)
Substitute carriers in rural delivery service on routes having carriers absent with pay-----	(1)	(1)	(1)	(1)	(1)	(1)	(1)

¹ Basic compensation authorized for the regular carrier.

RURAL CARRIER SCHEDULE

	Per annum rates and steps					
	1	2	3	4	5	6
Carriers in rural delivery service:						
Fixed compensation per annum-----	\$2,590	\$2,685	\$2,780	\$2,875	\$2,970	\$3,065
Compensation per mile per annum for each mile up to 30 miles of route-----	70	72	74	76	78	80
For each mile of route over 30 miles-----	25	25	25	25	25	25
Temporary carriers in rural delivery service on routes to which no regular carrier is assigned:						
Fixed compensation per annum-----	2,590					
Compensation per mile per annum for each mile up to 30 miles of route-----	70					
For each mile of route over 30 miles-----	25					
Temporary carriers in rural delivery service on routes having regular carriers absent without pay or on military leave-----	(1)	(1)	(1)	(1)	(1)	(1)
Substitute carriers in rural delivery service on routes having carriers absent with pay-----	(1)	(1)	(1)	(1)	(1)	(1)

¹ Basic compensation authorized for the regular carrier.

* * * * *

(c) The Postmaster General may pay such additional compensation as he may determine to be fair and reasonable in each individual case to rural carriers serving heavily patronized routes not exceeding sixty-one miles in length. He may not pay additional compensation to a carrier serving such a route in an amount which would exceed **[\$5,165 during the period referred to in section 304(c) or \$5,035 thereafter]** \$6,165, when added to the basic salary for the maximum step in the Rural Carrier Schedule for his route. In case any such heavily patronized route is extended in length, the rural carrier assigned to such route at the time of such extension shall not be reduced in pay.

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FOURTH-CLASS OFFICE SCHEDULE

SEC. 303. (a) There is established a basic salary schedule which shall be known as the Fourth-Class Office Schedule, and for which the symbol shall be "FOS", for postmasters in post offices of the fourth class which is based on the gross postal receipts as contained in returns of the post office for the calendar year immediately preceding. Basic salary shall be paid to postmasters in post offices of the fourth class in accordance with this schedule, and basic salary so paid, together with other forms of compensation provided by this Act, shall replace all existing forms of compensation for such postmasters.

FOURTH-CLASS OFFICE SCHEDULE

Gross receipts	Per annum rates and steps						
	1	2	3	4	5	6	7
\$1,300 to \$1,499.99.....	\$2,703	\$2,793	\$2,883	\$2,973	\$3,063	\$3,153	\$3,243
Temporary rate.....	2,771	2,863	2,955	3,047	3,139	3,231	3,323
\$900 to \$1,299.99.....	2,477	2,559	2,641	2,723	2,805	2,887	2,969
Temporary rate.....	2,539	2,623	2,707	2,791	2,875	2,959	3,043
\$600 to \$899.99.....	2,027	2,094	2,161	2,228	2,295	2,362	2,429
Temporary rate.....	2,078	2,148	2,218	2,288	2,358	2,428	2,498
\$350 to \$599.99.....	1,577	1,629	1,681	1,733	1,785	1,837	1,889
Temporary rate.....	1,616	1,669	1,722	1,775	1,828	1,881	1,934
\$250 to \$349.99.....	1,127	1,164	1,201	1,238	1,275	1,312	1,349
Temporary rate.....	1,155	1,193	1,231	1,269	1,307	1,345	1,383
\$200 to \$249.99.....	901	931	961	991	1,021	1,051	1,081
Temporary rate.....	924	954	984	1,014	1,044	1,074	1,104
\$100 to \$199.99.....	676	698	720	742	764	786	808
Temporary rate.....	693	715	737	759	781	803	825
Under \$100.....	450	465	480	495	510	525	540
Temporary rate.....	461	476	491	506	521	536	551

FOURTH-CLASS OFFICE SCHEDULE

Gross receipts	Per annum rates and steps					
	1	2	3	4	5	6
\$1,300 to \$1,499.99.....	\$2,900	\$2,990	\$3,080	\$3,170	\$3,260	\$3,350
\$900 to \$1,299.99.....	2,660	2,746	2,832	2,918	3,004	3,090
\$600 to \$899.99.....	2,175	2,245	2,315	2,385	2,455	2,525
\$350 to \$599.99.....	1,990	2,044	2,098	2,152	2,206	2,260
\$250 to \$349.99.....	1,170	1,209	1,248	1,287	1,326	1,365
\$200 to \$249.99.....	965	996	1,027	1,058	1,089	1,120
\$100 to \$199.99.....	728	752	776	800	824	848
Under \$100.....	484	499	514	529	544	559

* * * * *

SEC. 404. (a) There are established for each employee longevity steps A, B, ~~and C~~ C, and D. For each promotion to a longevity step—

(1) each postmaster at a post office of the fourth class shall receive an amount equal to ~~5~~ 10 per centum of his basic salary, or ~~\$100~~ \$200 per annum, whichever is the lesser, and

(2) each employee (other than a postmaster at a post office of the fourth class) shall receive ~~\$100~~ \$200 per annum.

In computing the percentage increase under this subsection the amount of the increase shall be rounded to the nearest dollar. A half dollar or one-half cent shall be rounded to the next highest dollar or cent, respectively.

(b) Each employee shall be assigned to—

(1) longevity step A at the beginning of the pay period following the completion of ~~thirteen~~ ten years of service;

(2) longevity step B at the beginning of the pay period following the completion of ~~eighteen~~ fifteen years of service; ~~and~~

(3) longevity step C at the beginning of the pay period following the completion of ~~twenty-five~~ twenty years of service~~.~~; and

(4) longevity step D at the beginning of the pay period following the completion of twenty-five years of service.

CLASSIFICATION ACT OF 1949, AS AMENDED

* * * * * TITLE III—BASIS FOR CLASSIFYING POSITIONS * * * * *

SEC. 303. (a) No appropriated funds shall be used to pay the compensation of any officer or employee who places a supervisory position in a class and grade solely on the basis of the size of the group, section, bureau, or other organization unit or the number of subordinates supervised. Such factors may be given effect only to the extent warranted by the work load of the organization unit and then only in combination with other factors, such as the kind, difficulty, and complexity of work supervised, the degree and scope of responsibility delegated to the supervisor, and the kind, degree, and character of the supervision actually exercised.

(b) *The incumbent of a position subject to this Act who exercises supervisory authority over one or more employees who are compensated according to the prevailing-rate system shall be so compensated that his salary shall exceed by not less than 5 per centum the rate of compensation of the employee who in the group supervised receives the highest rate of compensation determined according to such prevailing-rate system.*

TITLE IV—PREPARATION AND PUBLICATION OF STANDARDS

SEC. 401. (a) The Commission, after consultation with the departments, shall prepare standards for placing positions in their proper classes and grades. The Commission is authorized to make such inquiries or investigations of the duties, responsibilities, and qualifica-

tion requirements of positions as it deems necessary for this purpose. In such standards the Commission shall (1) define the various classes of positions that exist in the service in terms of duties, responsibilities, and qualification requirements; (2) establish the official class titles; and (3) set forth the grades in which such classes have been placed by the Commission. At the request of the Commission, the departments shall furnish information for and cooperate in the preparation of such standards. Such standards shall be published in such form as the Commission may determine.

(b) The Commission shall keep such standards up to date. From time to time, after consultation with the departments to the extent deemed necessary by the Commission, it may revise, supplement, or abolish existing standards, or prepare new standards, so that, as nearly as may be practicable, positions existing at any given time within the service will be covered by current published standards.

(c) The official class titles so established shall be used for personnel, budget, and fiscal purposes, but this requirement shall not prevent the use of organizational or other titles for internal administration, public convenience, law enforcement, or similar purposes.

(d) *Standards published by the Commission shall be made available by each department upon request to any employee occupying a position subject to this Act.*

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TITLE V—AUTHORITY AND PROCEDURE

SEC. 501. (a) * * *

(b) Any employee or employees (including any officer or officers) affected or any department may request at any time that the Commission exercise the authority granted to it under subsection (a) and the Commission shall act upon such request. *The employee or employees making such request shall be assured of the right to discuss in person with an official representative of the Commission the duties and responsibilities of the position or positions affected, and shall not be subject to any form of restraint, coercion, or intimidation by anyone in a position of supervisory or administrative authority.*

SEC. 502. (a) Except as otherwise provided in this title, each department shall place each position under its jurisdiction and to which this Act applies in its appropriate class and grade in conformance with standards published by the Commission or, if no published standards directly apply, consistently with published standards. A department may, whenever the facts warrant, change any position which it has placed in a class or grade under this subsection from such class or grade to another class or grade, *but before a position may be changed to a lower grade the head of the agency or his designate shall certify that there has been a significant change in the duties and responsibilities of the position since it was allocated to the grade to which it is currently assigned.* Such actions of the departments shall be the basis for the payment of compensation and for personnel transactions until changed by certificate of the Commission.

* * * * *

SEC. 603. (a) * * *

(b) The compensation schedule for the General Schedule shall be as follows:

Grade	Per annum rates							
GS-1-----	\$2,960	\$3,055	\$3,150	\$3,245	\$3,340	\$3,435	\$3,530	\$3,625
GS-2-----	3,255	3,350	3,445	3,540	3,635	3,730	3,825	3,920
GS-3-----	3,495	3,590	3,685	3,780	3,875	3,970	4,065	4,160
GS-4-----	3,755	3,850	3,945	4,040	4,135	4,230	4,325	4,420
GS-5-----	4,040	4,190	4,340	4,490	4,640	4,790	4,940	5,090
GS-6-----	4,490	4,640	4,790	4,940	5,090	5,240	5,390	5,540
GS-7-----	4,980	5,130	5,280	5,430	5,580	5,730	5,880	6,030
GS-8-----	5,470	5,620	5,770	5,920	6,070	6,220	6,370	6,520
GS-9-----	5,985	6,135	6,285	6,435	6,585	6,735	6,885	7,035
GS-10-----	6,505	6,655	6,805	6,955	7,105	7,255	7,405	7,555
GS-11-----	7,030	7,270	7,510	7,750	7,990	8,230	8,470	8,710
GS-12-----	8,330	8,570	8,810	9,050	9,290	9,530	9,770	10,010
GS-13-----	9,890	10,130	10,370	10,610	10,850	11,090	11,330	11,570
GS-14-----	11,355	11,595	11,835	12,075	12,315	12,555	12,795	13,035
GS-15-----	12,770	13,070	13,370	13,670	13,970	14,270	14,570	14,870
GS-16-----	14,190	14,490	14,790	15,090	15,390	15,690	15,990	16,290
GS-17-----	15,375	15,615	15,855	16,095	16,335	16,575	16,815	17,055
GS-18-----	17,500	-----	-----	-----	-----	-----	-----	-----

GRADE	PER ANNUM RATES									
GS-1-----	\$3,220	\$3,330	\$3,440	\$3,550	\$3,660	\$3,770	\$3,880	\$3,990	\$4,100	\$4,210
GS-2-----	3,555	3,670	3,785	3,900	4,015	4,130	4,245	4,360	4,475	4,590
GS-3-----	3,825	3,945	4,065	4,185	4,305	4,425	4,545	4,665	4,785	4,905
GS-4-----	4,115	4,240	4,365	4,490	4,615	4,740	4,865	4,990	5,115	5,240
GS-5-----	4,440	4,635	4,830	5,025	5,220	5,415	5,610	5,805	6,000	6,195
GS-6-----	4,955	5,155	5,355	5,555	5,755	5,955	6,155	6,355	6,555	6,755
GS-7-----	5,510	5,715	5,920	6,125	6,330	6,535	6,740	6,945	7,150	7,355
GS-8-----	6,065	6,275	6,485	6,695	6,905	7,115	7,325	7,535	7,745	7,955
GS-9-----	6,645	6,860	7,075	7,290	7,505	7,720	7,935	8,150	8,365	8,580
GS-10-----	7,240	7,460	7,680	7,900	8,120	8,340	8,560	8,780	9,000	9,220
GS-11-----	7,915	8,250	8,585	8,920	9,255	9,590	9,925	10,260	10,595	10,930
GS-12-----	9,440	9,780	10,120	10,460	10,800	11,140	11,480	11,820	12,160	12,500
GS-13-----	11,185	11,530	11,875	12,220	12,565	12,910	13,255	13,600	13,945	14,290
GS-14-----	12,750	13,100	13,450	13,800	14,150	14,500	14,850	15,200	15,550	15,900
GS-15-----	14,260	14,665	15,070	15,475	15,880	16,285	16,690	17,095	17,500	17,905
GS-16-----	15,465	15,875	16,285	16,695	17,105	17,515	17,925	18,335	18,745	19,155
GS-17-----	16,635	17,050	17,465	17,880	18,295	18,710	19,125	19,540	19,955	20,370
GS-18-----	18,600	19,050	19,500	19,950	20,400	20,850	21,300	21,750	22,200	22,650

SEC. 701. (a) Each officer or employee compensated on a per annum basis, and occupying a permanent position within the scope of the compensation schedules fixed by this Act, who has not attained the maximum scheduled rate of compensation for the grade in which his position is placed, shall be advanced in compensation successively to the next higher rate within the grade at the beginning of the next pay period following the completion of [(1)] each fifty-two calendar weeks of [service if his position is in a grade in which the step-increases are less than \$200, or (2) each seventy-eight calendar weeks of service if his position is in a grade in which the step-increases are \$200 or more] service, subject to the following conditions[:]

(A) [That] that no equivalent increase in compensation from any cause was received during such period, except increase made pursuant to section 702 or 1002;

(B) [That] that he has a current performance rating of [Satisfactory] "satisfactory" or better; and

(C) [That] that the benefit of successive step-increases shall be preserved, under regulations issued by the Commission for officers and employees whose continuous service is interrupted in the public interest by service with the Armed Forces or by service in essential non-Government civilian employment during a period of war or national emergency.

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SEC. 703. (a) **[**Subject to subsection (b) and as a reward for long and faithful service, each department shall grant an additional step-increase (to be known as a longevity step-increase) beyond the maximum scheduled rate of the grade in which his position is placed, to each officer or employee for each three years of continuous service completed by him at such maximum rate or at a rate in excess thereof authorized by this section without increase in grade or rate of basic compensation except such increase as may be prescribed by any provision of law of general application. Officers and employees who are otherwise eligible shall receive full credit under this subsection for service at the maximum authorized salary rate specified in the Bacharach Act of May 29, 1928, as amended and supplemented, and the Reed-Jenkins Act of May 29, 1928, as amended to the same extent as if such service had been at the maximum rate of a grade of the Classification Act of 1923, as amended.**]** *Subject to subsection (b), and as a reward for long and faithful service, each department shall grant an additional step-increase upon completion of ten years of service in a position in the Federal Civil Service or in the service of the Government of the District of Columbia and an additional step-increase (to be known as a longevity step-increase) beyond the maximum scheduled rate for each three years of service in his current grade at such maximum rate or at a rate in excess authorized by this section except such increase as may result from revision of the basic compensation schedule contained in section 603(b) of the Classification Act of 1949, as amended. Officers and employees who are otherwise eligible shall receive full credit under this subsection for service at the maximum authorized salary specified in the Bacharach Act of May 29, 1928, as amended to the same extent as if such service had been at the maximum rate of a grade of the Classification Act of 1923, as amended.*

(b) (1) * * *

* * * * *

(5) Not more than **[three]** *four* successive longevity step-increases may be granted to any officer or employee.

[(6) The officer or employee shall have had, in the aggregate, not less than ten years of service in the position which he then occupies, or in positions of equivalent or higher class or grade.**]**

(b) (6) The officer or employee shall have in the aggregate not less than thirteen years if the position which he then occupies is in grades one to four, inclusive, of the General Schedule, or not less than eleven years of service if he occupies a position in grades five to ten, inclusive, of the General Schedule, or not less than nine years of service if he occupies a position in grades eleven to fifteen inclusive, of the General Schedule, and shall receive credit for prior service in other positions subject to the Classification Act.

SECTIONS 4103, 4104, 4107, AND 4108 OF THE VETERANS' BENEFITS ACT OF 1958

(72 Stat. 1243; Public Law 85-857)

CHAPTER 73—DEPARTMENT OF MEDICINE AND SURGERY

Sec.

- 4101. Functions of Department.
- 4102. Divisions of Department.
- 4103. Appointments and compensation.
- 4104. Additional appointments.
- 4105. Qualifications of appointees.
- 4106. Period of appointment; promotions.
- 4107. Grades and pay scales.
- 4108. Specialist ratings.
- 4109. Retirement rights.
- 4110. Disciplinary boards.
- 4111. Appointment of additional employees.
- 4112. Medical advisory group.
- 4113. Travel expenses of employees.
- 4114. Temporary and part-time appointments.
- 4115. Regulations.

* * * * *

§ 4103. Appointments and compensation

(a) The Office of the Chief Medical Director shall consist of the Chief Medical Director, one Deputy Chief Medical Director, not to exceed eight Assistant Chief Medical Directors, and such other personnel and employees as may be authorized by this chapter.

(b) The Chief Medical Director shall be the Chief of the Department of Medicine and Surgery and shall be directly responsible to the Administrator for the operations of the Department. He shall be a qualified doctor of medicine, appointed by the Administrator. During the period of his service as such, the Chief Medical Director shall be paid a salary of **[\$19,580]** \$20,680 a year.

(c) The Deputy Chief Medical Director shall be the principal assistant of the Chief Medical Director. He shall be a qualified doctor of medicine, appointed by the Administrator. During the period of his service as such, the Deputy Chief Medical Director shall be paid a salary of **[\$18,480]** \$19,580 a year.

(d) Each Assistant Chief Medical Director shall be appointed by the Administrator upon the recommendation of the Chief Medical Director and shall be paid a salary of **[\$17,380]** \$18,480 a year. One Assistant Chief Medical Director shall be a qualified doctor of dental surgery or dental medicine who shall be directly responsible to the Chief Medical Director for the operations of the Dental Service. Not to exceed twenty-five directors of service or chiefs of division, designated by the Chief Medical Director, shall, within the limitations otherwise prescribed in this chapter, be paid a salary of **[\$14,545]** \$15,645 minimum to **[\$16,500]** \$17,245 maximum.

(e) The Director and Deputy Director of Nursing Service shall be qualified registered nurses, appointed by the Administrator and shall be responsible to the Chief Medical Director for the operation of the Nursing Service. During the period of her service as such, the Director of Nursing Service shall be paid a salary of **[\$12,770]** \$14,260 minimum to **[\$13,970]** \$16,285 maximum a year and the Deputy Director shall be paid a salary of **[\$11,355]** \$12,750 minimum to **[\$12,555]** \$14,850 maximum a year.

(f) The Administrator may appoint a chief pharmacist, a chief dietitian, a chief physical therapist, and a chief occupational therapist. During the period of his service as such, the chief pharmacist and the chief dietitian shall be paid a salary of **[\$12,770]** \$14,260 minimum to **[\$13,970]** \$16,285 maximum a year and the chief physical therapist and the chief occupational therapist shall be paid a salary of **[\$11,355]** \$12,750 minimum to **[\$12,555]** \$14,850 maximum a year.

(g) Any appointment under this section shall be for a period of four years subject to removal by the Administrator for cause.

(h) Reappointments may be made for successive like periods.

* * * * *

§ 4104. Additional appointments

There shall be appointed by the Administrator additional personnel as he may find necessary for the medical care of veterans, as follows:

(1) Physicians, dentists, and nurses;

(2) Managers, pharmacists, physical therapists, occupational therapists, dietitians, and other scientific and professional personnel, such as optometrists, pathologists, bacteriologists, chemists, biostatisticians, and medical and dental technologists.

* * * * *

§ 4107. Grades and pay scales

(a) The grades and per annum full-pay ranges for positions provided in paragraph (1) of section 4104 of this title shall be as follows:

MEDICAL SERVICE

[Chief grade, \$12,770 minimum to \$13,970 maximum.

[Senior grade, \$11,355 minimum to \$12,555 maximum.

[Intermediate grade, \$9,890 minimum to \$11,090 maximum.

[Full grade, \$8,330 minimum to \$9,530 maximum.

[Associate grade, \$7,030 minimum to \$8,230 maximum.

[Junior grade, \$6,505 minimum to \$7,405 maximum.]

Chief grade, \$14,260 minimum to \$16,285 maximum.

Senior grade, \$12,750 minimum to \$14,850 maximum.

Intermediate grade, \$11,185 minimum to \$13,255 maximum.

Full grade, \$9,440 minimum to \$11,480 maximum.

Associate grade, \$7,915 minimum to \$9,925 maximum.

Junior grade, \$7,240 minimum to \$9,000 maximum.

DENTAL SERVICE

[Chief grade, \$12,770 minimum to \$13,970 maximum.

[Senior grade, \$11,355 minimum to \$12,555 maximum.

[Intermediate grade, \$9,890 minimum to \$11,090 maximum.

[Full grade, \$8,330 minimum to \$9,530 maximum.
 [Associate grade, \$7,030 minimum to \$8,230 maximum.
 [Junior grade, \$6,505 minimum to \$7,405 maximum.]
Chief grade, \$14,260 minimum to \$16,285 maximum.
Senior grade, \$12,750 minimum to \$14,850 maximum.
Intermediate grade, \$11,185 minimum to \$13,255 maximum.
Full grade, \$9,440 minimum to \$11,480 maximum.
Associate grade, \$7,915 minimum to \$9,925 maximum.
Junior grade, \$7,240 minimum to \$9,000 maximum.

NURSING SERVICE

[Assistant Director, \$8,330 minimum to \$9,530 maximum.
 [Senior grade, \$7,030 minimum to \$8,230 maximum.
 [Full grade, \$5,985 minimum to \$6,885 maximum.
 [Associate grade, \$5,205 minimum to \$6,165 maximum.
 [Junior grade, \$4,425 minimum to \$5,385 maximum.]
Assistant director, \$9,440 minimum to \$11,480 maximum.
Senior grade, \$7,915 minimum to \$9,925 maximum.
Full grade, \$6,645 minimum to \$8,365 maximum.
Associate grade, \$5,725 minimum to \$6,780 maximum.
Junior grade, \$4,885 minimum to \$5,925 maximum.

ADMINISTRATION

(b) Notwithstanding any law, Executive order, or regulation, the Administrator shall prescribe by regulation the hours and conditions of employment and leaves of absence of physicians, dentists, and nurses.

§ 4108. Specialist ratings

(a) Within the restrictions herein imposed, the Chief Medical Director may rate any physician appointed under paragraph (1) of section 4104 of this title as a medical or surgical specialist, and, upon the recommendation of the Assistant Chief Medical Director for Dentistry, may rate any doctor of dental surgery or dental medicine, appointed under paragraph (1) of section 4104 of this title as a dental specialist; however, no person shall at any one time hold more than one such rating.

(b) No person may be rated as a medical, surgical, or dental specialist unless he is certified as a specialist by an American specialty board, recognized by the Administrator where such boards exist; or if no such boards exist, he has been examined and found qualified by a board appointed by the Chief Medical Director from specialists of the Department of Medicine and Surgery holding ratings in the specialty to which the candidate aspires. Whenever there are insufficient specialists, rated in the proper specialty, who are readily available to constitute such a board, the Chief Medical Director may substitute consultants with comparable qualifications employed under section 4114 of this title.

(c) Any person, rated as a medical, surgical, or dental specialist under the provisions of this section shall retain such rating until it shall be withdrawn by the Chief Medical Director. The Chief Medical Director shall not withdraw any such rating until it shall have been

determined by a board of specialists that the person holding such rating is no longer qualified in his specialty.

(d) Any person, rated as a medical, surgical, or dental specialist under the provision of this section *or prior corresponding provisions of law*, shall receive, in addition to his basic pay, an allowance equal to 15 **[percent]** *per centum* of such pay, but in no event shall the pay plus the allowance authorized by this subsection exceed **[\$16,000]** **\$17,000** per annum.



Union Calendar No. 722

86TH CONGRESS
2D SESSION

H. R. 9883

[Report No. 1636]

IN THE HOUSE OF REPRESENTATIVES

JANUARY 25, 1960

Mr. MORRISON introduced the following bill; which was referred to the Committee on Post Office and Civil Service

MAY 23, 1960

Reported with an amendment, committed to the Committee of the Whole House on the State of the Union, and ordered to be printed

[Strike out all after the enacting clause and insert the part printed in italic]

A BILL

To adjust the rates of basic compensation of certain officers and employees of the Federal Government, and for other purposes.

1 *Be it enacted by the Senate and House of Representa-*
2 *tives of the United States of America in Congress assembled,*

3 ~~TITLE I—INCREASES IN COMPENSATION OF~~
4 ~~POSTAL EMPLOYEES~~

5 ~~SEC. 101. The Postal Field Service Compensation Act~~
6 ~~of 1955, approved June 10, 1955 (Public Law 68, Eighty-~~
7 ~~fourth Congress), as amended, is hereby amended as~~
8 ~~follows:~~

(a) Section 203 is amended by changing the level of all key positions from key position 23 through 49; each level shall be reduced by one—level 7 shall become level 6; level 8 shall become level 7; level 9 shall become level 8, and so forth.

SEC. 102. (a) In section 301(a) strike out the Postal Field Service Schedule and insert the following schedule:

"POSTAL FIELD SERVICE SCHEDULE"

"Level"	Per annum rates and steps					
	1	2	3	4	5	6
1.....	\$3,950	\$4,085	\$4,220	\$4,350	\$4,480	\$4,610
2.....	4,250	4,390	4,530	4,670	4,810	4,950
3.....	4,650	4,800	4,955	5,110	5,265	5,420
4.....	4,990	5,145	5,300	5,455	5,610	5,765
5.....	5,340	5,505	5,670	5,835	6,000	6,165
6.....	5,710	5,885	6,060	6,235	6,410	6,585
7.....	6,200	6,400	6,600	6,800	7,000	7,200
8.....	6,730	6,950	7,170	7,390	7,610	7,830
9.....	7,350	7,590	7,830	8,070	8,310	8,550
10.....	8,100	8,350	8,600	8,850	9,100	9,350
11.....	8,900	9,190	9,480	9,770	10,060	10,350
12.....	9,700	10,000	10,300	10,600	10,900	11,200
13.....	10,700	11,030	11,360	11,690	12,020	12,350
14.....	11,900	12,250	12,600	12,950	13,300	13,650
15.....	13,000	13,375	13,750	14,125	14,500	14,875
16.....	14,200	14,575	14,950	15,325	15,700	16,075
17.....	15,900	16,275	16,650	17,025	17,400	17,775
18.....	17,400	17,775	18,150	18,525	18,900	19,275
19.....	18,000	18,375	18,750	19,125	19,500	----- ¹

(b) In section 302(a) strike out the Rural Carrier Schedule and insert the following schedule:

"RURAL CARRIER SCHEDULE"

	Per annum rates and steps					
	1	2	3	4	5	6
Carriers in rural delivery service:						
Fixed compensation per annum.....	\$2,590	\$2,685	\$2,780	\$2,875	\$2,970	\$3,065
Compensation per mile per annum for each mile up to 30 miles of route.....	70	72	74	76	78	80
For each mile of route over 30 miles.....	25	25	25	25	25	25
Temporary carriers in rural delivery service on routes to which no regular carrier is assigned:						
Fixed compensation per annum.....	2,590	-----	-----	-----	-----	-----
Compensation per mile per annum for each mile up to 30 miles of route.....	70	-----	-----	-----	-----	-----
For each mile of route over 30 miles.....	25	-----	-----	-----	-----	-----
Temporary carriers in rural delivery service on routes having regular carriers absent without pay or on military leave.....						
Substitute carriers in rural delivery service on routes having carriers absent with pay.....	(1)	(1)	(1)	(1)	(1)	(1)
	(1)	(1)	(1)	(1)	(1)	(1)"

¹ Basic compensation authorized for the regular carrier.

1 ~~(c)~~ In section 302~~(c)~~ strike out “\$5,165 during the
2 period referred to in section 304~~(c)~~ or \$5,035 thereafter”
3 and insert “\$6,165”.

4 ~~(d)~~ In section 303~~(a)~~ strike out the Fourth-Class Office
5 Schedule and insert the following schedule:

“FOURTH-CLASS OFFICE SCHEDULE

“Gross receipts	Per annum rates and steps					
	1	2	3	4	5	6
\$1,300 to \$1,499.99.....	\$2,900	\$2,990	\$3,080	\$3,170	\$3,260	\$3,350
\$900 to \$1,299.99.....	2,660	2,746	2,832	2,918	3,004	3,090
\$600 to \$899.99.....	2,175	2,245	2,315	2,385	2,455	2,525
\$350 to \$599.99.....	1,990	2,044	2,098	2,152	2,206	2,260
\$250 to \$349.99.....	1,170	1,209	1,248	1,287	1,326	1,365
\$200 to \$249.99.....	965	996	1,027	1,058	1,089	1,120
\$100 to \$199.99.....	728	752	776	800	824	848
Under \$100.....	484	499	514	529	544	559”

6 SEC. 103. CONVERSION.—Each employee under the
7 Postal Field Service Schedule, the Rural Carrier Schedule,
8 and the Fourth-Class Office Schedule shall be placed in pay
9 steps under this bill as follows: All employees in steps 1
10 through 6 shall be placed in the same identical step under
11 the new schedule; employees in step 7 shall be placed in step
12 6: *Provided*, That no employee shall lose his anniversary
13 date for an automatic or longevity pay increase, except as
14 hereinafter explicitly provided.

15 SEC. 104. LONGEVITY STEP INCREASES.—Section 404,
16 paragraphs ~~(a)~~ and ~~(b)~~, of Public Law 68 is amended to
17 read as follows:

18 “SEC. 404. ~~(a)~~ There are established for each employee

1 longevity steps A, B, C, and D. For each promotion to a
2 longevity step—

3 “~~(1)~~ each postmaster at a post office of the fourth
4 class shall receive an amount equal to 10 per centum of
5 his basic salary, or \$200 per annum, whichever is the
6 lesser, and

7 “~~(2)~~ each employee (other than a postmaster at a
8 post office of the fourth class) shall receive \$200 per
9 annum.

10 In computing the percentage increase under this subsection
11 the amount of the increase shall be rounded to the nearest
12 dollar. A half dollar or one-half cent shall be rounded to
13 the next highest dollar or cent, respectively.

14 “~~(b)~~ Each employee shall be assigned to—

15 “~~(1)~~ longevity step A at the beginning of the pay
16 period following the completion of ten years of service;

17 “~~(2)~~ longevity step B at the beginning of the pay
18 period following the completion of fifteen years of serv-
19 ice;

20 “~~(3)~~ longevity step C at the beginning of the pay
21 period following the completion of twenty years of serv-
22 ice; and

23 “~~(4)~~ longevity step D at the beginning of the pay
24 period following the completion of twenty-five years of
25 service.”

TITLE II—AMENDMENT OF CLASSIFICATION

ACT OF 1949 AS AMENDED

RATES OF BASIC COMPENSATION

SEC. 201. (a) Section 603 (b) of the Classification Act

of 1949, as amended (65 Stat. 612; 5 U.S.C. 1113 (b)),

is amended to read as follows:

		PER ANNUM RATES											
"GRADE													
GS-1	-----	\$3,220	\$3,330	\$3,440	\$3,550	\$3,660	\$3,770	\$3,880	\$3,990	\$4,100	\$4,210	\$4,320	
GS-2	-----	3,555	3,670	3,785	3,900	4,015	4,130	4,245	4,360	4,475	4,590	4,705	
GS-3	-----	3,825	3,945	4,065	4,185	4,305	4,425	4,545	4,665	4,785	4,905	5,025	
GS-4	-----	4,115	4,240	4,365	4,490	4,615	4,740	4,865	4,990	5,115	5,240	5,365	
GS-5	-----	4,440	4,635	4,830	5,025	5,220	5,415	5,610	5,805	6,000	-----	-----	
GS-6	-----	4,955	5,155	5,355	5,555	5,755	5,955	6,155	6,355	6,555	-----	-----	
GS-7	-----	5,510	5,715	5,920	6,125	6,330	6,535	6,740	6,945	7,150	-----	-----	
GS-8	-----	6,065	6,275	6,485	6,695	6,905	7,115	7,325	7,535	7,745	-----	-----	
GS-9	-----	6,645	6,860	7,075	7,290	7,505	7,720	7,935	8,150	8,365	-----	-----	
GS-10	-----	7,240	7,460	7,680	7,900	8,120	8,340	8,560	8,780	9,000	-----	-----	
GS-11	-----	7,915	8,250	8,585	8,920	9,255	9,590	9,925	-----	-----	-----	-----	
GS-12	-----	9,440	9,780	10,120	10,460	10,800	11,140	11,480	-----	-----	-----	-----	
GS-13	-----	11,185	11,530	11,875	12,220	12,565	12,910	13,255	-----	-----	-----	-----	
GS-14	-----	12,750	13,100	13,450	13,800	14,150	14,500	14,850	-----	-----	-----	-----	
GS-15	-----	14,260	14,665	15,070	15,475	15,880	16,285	-----	-----	-----	-----	-----	
GS-16	-----	15,465	15,875	16,285	16,695	17,105	17,515	-----	-----	-----	-----	-----	
GS-17	-----	16,635	17,050	17,465	17,880	18,295	18,710	-----	-----	-----	-----	-----	
GS-18	-----	18,600	19,050	19,500	-----	-----	-----	-----	-----	-----	-----	-----	"

(b) The rates of basic compensation of officers and employees to whom this section applies shall be adjusted as follows:

(1) If the officer or employee is receiving basic compensation immediately prior to the effective date of this section at one of the scheduled or longevity rates of a grade in the General Schedule of the Classification Act of 1949, as amended, he shall receive a rate of basic compensation at the corresponding scheduled or longevity rate in effect on and after such date.

(2) If the officer or employee is receiving basic compensation immediately prior to the effective date of this sec-

tion at a rate between two scheduled or two longevity rates, or between a scheduled and a longevity rate, of a grade in the General Schedule, he shall receive a rate of basic compensation at the higher of the two corresponding rates in effect on and after such date.

(3) If the officer or employee (other than an officer or employee subject to paragraph (4) of this subsection), immediately prior to the effective date of this section, is receiving basic compensation at a rate in excess of the maximum longevity of his grade, or in excess of the maximum scheduled rate of his grade if there is no longevity rate for his grade, he shall receive basic compensation at a rate equal to the rate which he received immediately prior to such effective date, increased by an amount equal to the amount of the increase made by this section in the maximum longevity rate, or the maximum scheduled rate, as the case may be, of his grade until (A) he leaves such position, or (B) he is entitled to receive basic compensation at a higher rate by reason of the operation of the Classification Act of 1949, as amended; but when his position becomes vacant, the rate of basic compensation of any subsequent appointee thereto shall be fixed in accordance with such Act, as amended.

(4) If the officer or employee, immediately prior to the effective date of this section, is receiving, pursuant to paragraph (4) of section 2(b) of the Federal Employees

1 Salary Increase Act of 1955, an existing aggregate rate of
2 compensation determined under section 208(b) of the Act
3 of September 1, 1954 (68 Stat. 1111; Public Law 763,
4 Eighty-third Congress), plus the amount of the increase pro-
5 vided by section 2 of the Federal Employees Salary Increase
6 Act of 1955 and by section 2 of the Federal Employees
7 Salary Increase Act of 1958, he shall receive an aggregate
8 rate of compensation equal to the sum of (A) his existing
9 aggregate rate of compensation determined under such sec-
10 tion 208(b) of the Act of September 1, 1954, (B) the
11 amount of the increase provided by section 2 of the Federal
12 Employees Salary Increase Act of 1955, (C) the amount
13 of the increase provided by section 2 of the Federal Em-
14 ployees Salary Increase Act of 1958, and (D) the amount
15 of the increase made by this section in the maximum longev-
16 ity rate of his grade, until (i) he leaves his position, or (ii)
17 he is entitled to receive aggregate compensation at a higher
18 rate by reason of the operation of this Act or any other pro-
19 vision of law; but, when such position becomes vacant, the
20 aggregate rate of compensation of any subsequent appointee
21 thereto shall be fixed in accordance with applicable pro-
22 visions of law. Subject to clauses (i) and (ii) of the imme-
23 diately preceding sentence of this paragraph, the amount
24 of the increase provided by this section shall be held and
25 considered for the purpose of section 208(b) of such Act of

1 September 1, 1954, to constitute a part of the existing rate
2 of compensation of such employee.

3 ~~(5)~~ If the officer or employee, at any time during the
4 period beginning on the effective date of this section and end-
5 ing on the date of enactment of this Act, was promoted from
6 one grade under the Classification Act of 1949, as amended,
7 to another such grade at a rate which is above the minimum
8 rate thereof, his rate of basic compensation shall be adjusted
9 retroactively from the effective date of this section to the date
10 on which he was so promoted, on the basis of the rate which
11 he was receiving during the period from such effective date
12 to the date of such promotion and, from the date of such
13 promotion, on the basis of the rate for that step of the appro-
14 priate grade of the General Schedule contained in this sec-
15 tion which corresponds numerically to the step of the grade
16 of the General Schedule for such officer or employee which
17 was in effect ~~(without regard to this Act)~~ at the time of
18 such promotion.

19 ~~(6)~~ If the officer or employee on the rolls has had his
20 rate of basic compensation established, under authority of
21 section 803 of the Classification Act of 1949, as amended
22 ~~(68 Stat. 1106; 5 U.S.C. 1133)~~, at any time during the
23 period beginning on September 1, 1954, and ending on the
24 date of enactment of this Act, his rate of basic compensation
25 shall be adjusted retroactively in accordance with one or

1 more of the following provisions of this paragraph ~~(6)~~, as
2 applicable—

3 ~~(A)~~ if his rate of basic compensation was estab-
4 lished under authority of such section 803 after Septem-
5 ber 1, 1954, and prior to the effective date of this section
6 such rate shall be adjusted retroactively, for the period
7 of time served by him in a pay status under the Classifi-
8 cation Act of 1949 in the position concerned on and
9 after such effective date and prior to the date of enact-
10 ment of this Act, on the basis of the rate for that step
11 of the appropriate grade of the General Schedule con-
12 tained in this section which corresponds numerically to
13 the step of the grade of the General Schedule which was
14 in effect for such officer or employee, without regard to
15 this Act as a result of such adjustment under such sec-
16 tion 803; and

17 ~~(B)~~ if his rate of basic compensation was estab-
18 lished under authority of such section 803 on or after
19 the effective date of this section and prior to the date of
20 enactment of this Act, such rate shall be adjusted retro-
21 actively for the period of time served by him in a pay
22 status under the Classification Act of 1949 in the position
23 concerned on and after such effective date and prior
24 to such date of enactment, as follows—

1 ~~(i)~~ for the period of time prior to the effective
 2 date of the establishment of his rate of basic com-
 3 pensation under such section 803, on the basis of
 4 the rate of basic compensation which he was re-
 5 ceiving during such period, and

6 ~~(ii)~~ for the period of time on and after the
 7 effective date of the establishment of his rate of basic
 8 compensation under such section 803, on the basis
 9 of the rate or that step of the appropriate grade of
 10 the General Schedule contained in this section which
 11 corresponds numerically to the step of the grade of
 12 the General Schedule which was in effect for such
 13 officer or employee, without regard to this Act, as a
 14 result of such adjustment under such section 803,
 15 and such basic compensation adjusted under subparagraphs
 16 ~~(A)~~ and ~~(B)~~ ~~(ii)~~ of this paragraph ~~(6)~~ shall be paid in
 17 accordance with such subparagraphs until—

18 ~~(a)~~ he leaves such position, or

19 ~~(b)~~ he is entitled to receive basic compensation at
 20 a higher rate by reason of the operation of any pro-
 21 vision of the Classification Act of 1949, as amended.

22 ~~(7)~~ If the officer or employee became subject to the
 23 Classification Act of 1949, as amended, at any time during
 24 the period beginning on September 1, 1954, and ending on
 25 the date of enactment of this Act, at a rate of basic compen-

1 sation which was established under authority of Section 803
 2 of the Classification Act of 1949, as amended (68 Stat.
 3 1106; 5 U.S.C. 1133), his rate of basic compensation shall
 4 be adjusted retroactively, for the period of time served by
 5 him in a pay status under the Classificatoin Act of 1949
 6 in the position concerned on and after the effective date of
 7 this section and prior to the date of enactment of this Act,
 8 on the basis of the rate for that step of the appropriate grade
 9 of the General Schedule contained in this section which cor-
 10 responds numerically to the step of the grade of the General
 11 Schedule which was in effect for such officer or employee,
 12 without regard to this Act, as a result of such adjustment
 13 under such section 803, and such basic compensation shall
 14 be paid in accordance with this paragraph (7) until—

15 ~~(A)~~ he leaves his position, or

16 ~~(B)~~ he is entitled to receive basic compensation at
 17 a higher rate by reason of the operation of any provision
 18 of the Classification Act of 1949, as amended.

19 ~~(8)~~ If the officer or employee, at any time during the
 20 period beginning on the effective date of this section
 21 and ending on the date of enactment of this Act, became sub-
 22 ject to the Classification Act of 1949, as amended, at a rate
 23 of basic compensation which was fixed on the basis of a
 24 higher previously earned rate and which is above the mini-
 25 mum rate of the grade of such officer or employee, his rate of

1 basic compensation shall be adjusted retroactively to the date
2 on which he became subject to such Act, on the basis of the
3 rate for that step of the appropriate grade of the General
4 Schedule contained in this section which corresponds numeri-
5 cally to the step of the grade of the General Schedule for
6 such officer or employee which was in effect (without regard
7 to this Act) at the time he became subject to the Classifica-
8 tion Act of 1949 as in effect immediately prior to the effec-
9 tive date of this section.

10 ~~(9)~~ Each officer or employee—

11 ~~(A)~~ (i) who with his position has been transferred
12 under authority of the Classification Act of 1949, at any
13 time during the period beginning on the effective date
14 of this section and ending on the date of enactment of this
15 Act, from the General Schedule of the Classification Act
16 of 1949 to a prevailing rate schedule; or ~~(ii)~~ who, at
17 any time during such period, transferred from a posi-
18 tion subject to the Classification Act of 1949 to a posi-
19 tion subject to a prevailing rate schedule,

20 ~~(B)~~ who, at all times subsequent to such transfer,
21 was in the service of the United States (including the
22 Armed Forces of the United States) or of the municipal
23 government of the District of Columbia, without break
24 in such service of more than thirty consecutive calendar
25 days and, in the case of an individual relieved from train-

ing and service in the Armed Forces of the United States or discharged from hospitalization following such training service, without break in service in excess of the period provided by law for the mandatory restoration of such individual to a position in or under the Federal Government or the municipal government of the District of Columbia;

~~(C)~~ who, on such date of enactment, is being compensated under a prevailing rate schedule; and

~~(D)~~ whose rate of basic compensation on such date of enactment is less than the rate to which he would have been entitled on such date if such transfer had not occurred (unless he is receiving such lesser rate by reason of an adverse personnel action resulting from his own fault);

shall be paid basic compensation at a rate equal to the rate which he would have been receiving on such date of enactment (including compensation for each within-grade and longevity step-increase which he would have earned) if such transfer had not occurred until the day immediately following such date of enactment, for all time in a pay status on and after the effective date of this section in a position subject to a prevailing rate schedule under the circumstances prescribed in this subsection, until—

1 ~~(a)~~ he leaves the position which he holds on such
2 date of enactment, or

3 ~~(b)~~ he is entitled to receive basic compensation at
4 a higher rate under a prevailing rate schedule,
5 but when such position becomes vacant, the rate of basic
6 compensation of any subsequent appointee thereto shall be
7 fixed in accordance with prevailing rate schedules.

8 SEC. 202. ~~(a)~~ Section 4103~~(b)~~ of the Veterans' Bene-
9 fits Act of 1958 enacted as title 38 of the United States
10 Code (72 Stat. 1243; Public Law 85-857), relating to the
11 annual salary of the Chief Medical Director of the Depart-
12 ment of Medicine and Surgery of the Veterans' Administra-
13 tion, is amended by striking out "\$19,580" and inserting in
14 lieu thereof "\$20,680."

15 ~~(b)~~ Section 4103~~(c)~~ of such Act, relating to the annual
16 salary of the Deputy Chief Medical Director of the Depart-
17 ment of Medicine and Surgery of the Veterans' Administra-
18 tion, is amended by striking out "\$18,480" and inserting in
19 lieu thereof "19,580."

20 ~~(c)~~ Section 4103~~(d)~~ of such Act, relating to the annual
21 salaries of the assistant chief medical directors and the
22 directors of service or chiefs of division of the Department
23 of Medicine and Surgery of the Veterans' Administration is
24 amended—

(1) by striking out "\$17,380" and inserting in lieu thereof "\$18,480"; and

(2) by striking out "\$14,545 minimum to \$16,500 maximum" and inserting in lieu thereof "\$15,645 minimum to \$17,245 maximum."

(d) Section 4103(c) of such Act relating to the annual salaries of the Director of Nursing Service and the Deputy Director of Nursing Service of the Department of Medicine and Surgery of the Veterans' Administration; is amended—

(1) by striking out "\$12,770 minimum to \$13,970 maximum"; and inserting in lieu thereof "\$14,260 minimum to \$16,285 maximum"; and

(2) by striking out "\$11,355 minimum to \$12,555 maximum"; and inserting in lieu thereof "\$12,750 minimum to \$14,850 maximum."

(e) Section 4103(f) of such Act, relating to the annual salaries of the chief pharmacist, the chief dietitian, the chief physical therapist, and the chief occupational therapist of the Department of Medicine and Surgery of the Veterans' Administration, is amended to read as follows:

"(f) The Administrator may appoint a chief pharmacist, a chief dietitian, a chief physical therapist, and a chief occupational therapist. During the period of his service as such, the chief pharmacist and the chief dietitian shall be

1 paid a salary of \$14,260 minimum to \$16,285 maximum a
 2 year and the chief physical therapist and the chief occu-
 3 pational therapist shall be paid a salary of \$12,750 minimum
 4 to \$14,850 maximum a year."

5 (f) Section 4107(a) of such Act, relating to maxi-
 6 mum and minimum annual rates of salary of certain employ-
 7 ees of the Medical Service, Dental Service, and Nursing
 8 Service of the Department of Medicine and Surgery of the
 9 Veterans' Administration, is amended to read as follows:

10 "(a) The grades and per annum full-pay ranges for
 11 positions provided in paragraph (1) of section 4104 of this
 12 title shall be as follows:

13 "MEDICAL SERVICE

14 "Chief grade, \$14,260 minimum to \$16,285 maximum.

15 "Senior grade, \$12,750 minimum to \$14,850 maximum.

16 "Intermediate grade, \$11,185 minimum to \$13,255
 17 maximum.

18 "Full grade, \$9,440 minimum, to \$11,480 maximum.

19 "Associate grade, \$7,915 minimum to \$9,925 maxi-
 20 mum.

21 "Junior grade, \$7,240 minimum to \$9,000 maximum.

22 "DENTAL SERVICE

23 "Chief grade, \$14,260 minimum to \$16,285 maximum.

24 "Senior grade, \$12,750 minimum to \$14,850 maxi-
 25 mum.

1 "Intermediate grade, \$11,185 minimum to \$13,255
2 maximum.

3 "Full grade, \$9,440 minimum to \$11,480 maximum.

4 "Associate grade, \$7,915 minimum to \$9,925 maximum.

5 "Junior grade, \$7,240 minimum to \$9,000 maximum.

6 "NURSING SERVICE

7 "Assistant director, \$9,440 minimum to \$11,480 maxi-
8 mum.

9 "Senior grade, \$7,915 minimum to \$9,925 maximum.

10 "Full grade, \$6,645 minimum to \$8,365 maximum.

11 "Associate grade, \$5,725 minimum to \$6,780 maximum.

12 "Junior grade, \$4,885 minimum to \$5,925 maximum.

13 "ADMINISTRATION

14 "(b) Notwithstanding any law, Executive order, or
15 regulation, the Administrator shall prescribe by regulation
16 the hours and conditions of employment and leaves of absence
17 of physicians, dentists, and nurses."

18 "(g) Section 4108 (d) of such Act, prescribing the maxi-
19 mum amount of pay and allowances of medical, surgical, and
20 dental specialists of the Department of Medicine and Surgery
21 of the Veterans' Administration, is amended to read as
22 follows:

23 "(d) Any person, rated as a medical, surgical, or dental
24 specialist under the provision of this section or prior corre-

1 spending provisions of law, shall receive, in addition to his
2 basic pay, an allowance equal to 15 per centum of such
3 pay, but in no event shall the pay plus the allowance author-
4 ized by this subsection exceed \$17,000 per annum."

5 SEC. 203. Section 303 of the Classification Act of 1949,
6 as amended, is amended by renumbering section 303 as
7 "SEC. 303. (a)" and by adding thereto the following new
8 subsection:

9 "(b) The incumbent of a position subject to this Act
10 who exercises supervisory authority over one or more em-
11 ployees who are compensated according to the prevailing-
12 rate system shall be so compensated that his salary shall
13 exceed by not less than 5 per centum the rate of compen-
14 sation of the employee who in the group supervised receives
15 the highest rate of compensation determined according to
16 such prevailing rate system."

17 SEC. 204. Section 401 of the Classification Act of 1949,
18 as amended, is amended by inserting at the end of such sec-
19 tion a paragraph designated as subsection (d) and reading as
20 follows:

21 "(d) Standards published by the Commission shall be
22 made available by each department upon request to any
23 employee occupying a position subject to this Act."

24 SEC. 205. Section 501(b) of the Classification Act of
25 1949, as amended, is amended to read as follows:

1 “(b) Any employee or employees (including any officer
 2 or officers) affected or any department may request at any
 3 time that the Commission exercise the authority granted to
 4 it under subsection (a) and the Commission shall act upon
 5 such request. The employee or employees making such re-
 6 quest shall be assured of the right to discuss in person with
 7 an official representative of the Commission the duties and
 8 responsibilities of the position or positions affected, and shall
 9 not be subject to any form of restraint, coercion, or intima-
 10 tion by anyone in a position of supervisory or administrative
 11 authority.”

12 SEC. 206. Section 502(a) of the Classification Act of
 13 1949, as amended, is amended to read as follows:

14 “SEC. 502. (a) Except as otherwise provided in this
 15 title, each department shall place each position under its jur-
 16 isdiction and to which this Act applies in its appropriate
 17 class and grade in conformance with standards published by
 18 the Commission or, if no published standards directly apply,
 19 consistently with published standards. A department may,
 20 whenever the facts warrant, change any position which it
 21 has placed in a class or grade under this subsection from
 22 such class or grade to another class or grade, but before a
 23 position may be changed to a lower grade the head of the
 24 agency or his designate shall certify that there has been a
 25 significant change in the duties and responsibilities of the

1 position since it was allocated to the grade to which it is
 2 currently assigned. —Such actions of the departments shall
 3 be the basis for the payment of compensation and for per-
 4 sonnel transactions until changed by certificate of the Com-
 5 mission.”

6 SEC. 207. Section 701(a) of the Classification Act of
 7 1949, as amended, is amended to read as follows:

8 “SEC. 701. (a) Each officer or employee compensated
 9 on a per annum basis, and occupying a permanent position
 10 within the scope of the compensation schedules fixed by
 11 this Act, who has not attained the maximum scheduled rate
 12 of compensation for the grade in which his position is placed,
 13 shall be advanced in compensation successively to the next
 14 higher rate within the grade at the beginning of the next
 15 pay period following the completion of each fifty-two
 16 calendar weeks of service, subject to the following condi-
 17 tions—

18 “(A) that no equivalent increase in compensation
 19 from any cause was received during such period, except
 20 increase made pursuant to section 702 or 1002;

21 “(B) that he has a current performance rating of
 22 ‘satisfactory’ or better; and

23 “(C) that the benefit of successive step-increases
 24 shall be preserved, under regulations issued by the
 25 Commission for officers and employees whose continuous

1 service is interrupted in the public interest by service
2 with the Armed Forces or by service in essential non-
3 Government civilian employment during a period of
4 war or national emergency.”

5 SEC. 208. Section 703(a) of the Classification Act of
6 1949, as amended, is amended to read as follows:

7 “SEC. 703. (a) Subject to subsection (b), and as a
8 reward for long and faithful service, each department shall
9 grant an additional step-increase upon completion of ten
10 years of service in a position in the Federal Civil Service or
11 in the service of the Government of the District of Columbia
12 and an additional step-increase (to be known as a longevity
13 step-increase) beyond the maximum scheduled rate for each
14 three years of service in his current grade at such maximum
15 rate or at a rate in excess authorized by this section except
16 such increase as may result from revision of the basic com-
17 pensation schedule contained in section 603(b) of the Classi-
18 fication Act of 1949, as amended. Officers and employees
19 who are otherwise eligible shall receive full credit under this
20 subsection for service at the maximum authorized salary
21 specified in the Bachrach Act of May 29, 1928, as amended
22 to the same extent as if such service had been at the maxi-
23 mum rate of a grade of the Classification Act of 1923, as
24 amended.”

1 SEC. 209. Section 703(b)(5) of the Classification Act
2 of 1949, as amended, is amended to read as follows:

3 “(5) Not more than four successive longevity step-
4 increases may be granted to any officer or employee.”

5 SEC. 210. Section 703(b)(6) of the Classification Act
6 of 1949, as amended, is amended to read as follows:

7 “(b)(6) The officer or employee shall have in the
8 aggregate not less than thirteen years if the position which
9 he then occupies is in grades one to four, inclusive, of the
10 General Schedule, or not less than eleven years of service
11 if he occupies a position in grades five to ten, inclusive, of
12 the General Schedule, or not less than nine years of service
13 if he occupies a position in grades eleven to fifteen inclusive,
14 of the General Schedule, and shall receive credit for prior
15 service in other positions subject to the Classification Act.”

16 TITLE III—MISCELLANEOUS PROVISIONS

17 SEC. 301. There are hereby authorized to be appropri-
18 ated such sums as may be necessary to carry out the pro-
19 visions of this Act.

1 ~~SEC. 302.~~ This Act shall become effective as of the first
2 day of the first pay period which began on or after January
3 1, 1960.

4 *TITLE I—POSTAL FIELD SERVICE*
5 *EMPLOYEES*

6 *SHORT TITLE*

7 *SEC. 101.* This title may be cited as the “Postal Em-
8 ployees Salary Increase Act of 1960”.

9 *POSTAL FIELD SERVICE SCHEDULE*

10 *SEC. 102.* The Postal Field Service Schedule contained
11 in section 301(a) of the Postal Field Service Compensa-
12 tion Act of 1955, as amended (72 Stat. 145, 215; 39 U.S.C.
13 971(a)), is amended to read as follows:

"POSTAL FIELD SERVICE SCHEDULE"							
"Level"	Per annum rates and steps						
	1	2	3	4	5	6	7
1.....	\$3,520	\$3,635	\$3,750	\$3,865	\$3,980	\$4,095	\$4,210
2.....	3,755	3,875	3,995	4,115	4,235	4,365	4,495
3.....	4,020	4,150	4,290	4,430	4,570	4,710	4,850
4.....	4,415	4,565	4,715	4,865	5,015	5,165	5,315
5.....	4,660	4,815	4,970	5,125	5,280	5,435	5,590
6.....	5,040	5,210	5,380	5,550	5,720	5,890	6,060
7.....	5,440	5,625	5,810	5,995	6,180	6,365	6,550
8.....	5,920	6,120	6,320	6,520	6,720	6,920	7,120
9.....	6,355	6,575	6,795	7,015	7,235	7,455	7,675
10.....	6,965	7,205	7,445	7,685	7,925	8,165	8,405
11.....	7,670	7,930	8,190	8,450	8,710	8,970	9,230
12.....	8,450	8,735	9,020	9,305	9,590	9,875	10,160
13.....	9,290	9,600	9,910	10,220	10,530	10,840	11,150
14.....	10,230	10,565	10,900	11,235	11,570	11,905	12,240
15.....	11,230	11,595	11,960	12,325	12,690	13,055	13,420
16.....	12,375	12,740	13,105	13,470	13,835	14,200	14,565
17.....	13,695	14,060	14,425	14,790	15,155	15,520	15,885
18.....	15,375	15,740	16,105	16,470	16,835	17,200	-----
19.....	16,815	17,180	17,530	-----	-----	-----	-----
20.....	17,440	-----	-----	-----	-----	-----	-----

1 *RURAL CARRIER SCHEDULE*

2 *SEC. 103. (a) The Rural Carrier Schedule contained*
3 *in section 302(a) of such Act, as amended (72 Stat. 145;*
4 *39 U.S.C. 972(a)), is amended to read as follows:*

"RURAL CARRIER SCHEDULE

	<i>"Per annum rates and steps</i>						
	<i>1</i>	<i>2</i>	<i>3</i>	<i>4</i>	<i>5</i>	<i>6</i>	<i>7</i>
<i>Carriers in rural delivery service:</i>							
<i>Fixed compensation per annum.....</i>	<i>\$2,291.00</i>	<i>\$2,362.00</i>	<i>\$2,433.00</i>	<i>\$2,504.00</i>	<i>\$2,575.00</i>	<i>\$2,646.00</i>	<i>\$2,717.00</i>
<i>Compensation per mile per annum</i> <i>for each mile up to 30 miles of</i> <i>route.....</i>	<i>65.00</i>	<i>67.00</i>	<i>69.00</i>	<i>71.00</i>	<i>73.00</i>	<i>75.00</i>	<i>77.00</i>
<i>For each mile of route over 30 miles</i> <i>.....</i>	<i>24.00</i>	<i>24.00</i>	<i>24.00</i>	<i>24.00</i>	<i>24.00</i>	<i>24.00</i>	<i>24.00</i>
<i>Temporary carriers in rural delivery</i> <i>service on routes to which no regular</i> <i>carrier is assigned:</i>							
<i>Fixed compensation per annum.....</i>	<i>2,291.00</i>						
<i>Compensation per mile per annum</i> <i>for each mile up to 30 miles of</i> <i>route.....</i>	<i>65.00</i>						
<i>For each mile of route over 30 miles</i> <i>.....</i>	<i>24.00</i>						
<i>Temporary carriers in rural delivery</i> <i>service on routes having regular car-</i> <i>riers absent without pay or on</i> <i>military leave.....</i>	<i>(1)</i>	<i>(1)</i>	<i>(1)</i>	<i>(1)</i>	<i>(1)</i>	<i>(1)</i>	<i>(1)</i>
<i>Substitute carriers in rural delivery ser-</i> <i>vice on routes having carriers absent</i> <i>with pay.....</i>	<i>(1)</i>	<i>(1)</i>	<i>(1)</i>	<i>(1)</i>	<i>(1)</i>	<i>(1)</i>	<i>(1)"</i>

¹ *Basic compensation authorized for the regular carrier.*

5 *(b) Section 302(c) of such Act, as amended (69 Stat.*
6 *119, 72 Stat. 145; 39 U.S.C. 972(c)), is amended by*
7 *striking out "\$5,165 during the period referred to in section*
8 *304(c) or \$5,035 thereafter" and inserting in lieu thereof*
9 *"the basic salary for the maximum step in the Rural Carrier*
10 *Schedule for a route sixty-one miles in length".*

1 *FOURTH-CLASS OFFICE SCHEDULE*

2 *SEC. 104. The Fourth-Class Office Schedule contained*
 3 *in section 303(a) of such Act, as amended (72 Stat. 146;*
 4 *39 U.S.C. 973(a)), is amended to read as follows:*

"FOURTH-CLASS OFFICE SCHEDULE

<i>"Gross receipts</i>	<i>Per annum rates and steps</i>						
	<i>1</i>	<i>2</i>	<i>3</i>	<i>4</i>	<i>5</i>	<i>6</i>	<i>7</i>
<i>\$1,500 to \$1,499.99-----</i>	<i>\$3,023</i>	<i>\$3,123</i>	<i>\$3,223</i>	<i>\$3,323</i>	<i>\$3,423</i>	<i>\$3,523</i>	<i>\$3,623</i>
<i>\$500 to \$1,299.99-----</i>	<i>2,768</i>	<i>2,860</i>	<i>2,952</i>	<i>3,044</i>	<i>3,136</i>	<i>3,228</i>	<i>3,320</i>
<i>\$600 to \$899.99-----</i>	<i>2,267</i>	<i>2,343</i>	<i>2,419</i>	<i>2,495</i>	<i>2,571</i>	<i>2,647</i>	<i>2,723</i>
<i>\$350 to \$599.99-----</i>	<i>1,761</i>	<i>1,819</i>	<i>1,877</i>	<i>1,935</i>	<i>1,993</i>	<i>2,051</i>	<i>2,109</i>
<i>\$250 to \$349.99-----</i>	<i>1,261</i>	<i>1,302</i>	<i>1,343</i>	<i>1,384</i>	<i>1,425</i>	<i>1,466</i>	<i>1,507</i>
<i>\$200 to \$249.99-----</i>	<i>1,007</i>	<i>1,040</i>	<i>1,073</i>	<i>1,106</i>	<i>1,139</i>	<i>1,172</i>	<i>1,205</i>
<i>\$100 to \$199.99-----</i>	<i>755</i>	<i>779</i>	<i>803</i>	<i>827</i>	<i>851</i>	<i>875</i>	<i>899</i>
<i>Under \$100-----</i>	<i>505</i>	<i>521</i>	<i>537</i>	<i>553</i>	<i>569</i>	<i>585</i>	<i>601"</i>

5 *RELATED PROVISIONS COVERING POSTAL FIELD SERVICE*

6 *EMPLOYEES*

7 *SEC. 105. (a) Section 304(c) of such Act, as amended*
 8 *(72 Stat. 146: 39 U.S.C. 974(c)), is hereby repealed.*

9 *(b) Section 401 of such Act, as amended (39 U.S.C.*
 10 *981), is amended by adding at the end thereof the follow-*
 11 *ing subsection:*

12 *"(d) Any increase in basic salary granted by law on*
 13 *or after the effective date of this subsection shall not be*
 14 *deemed to be an equivalent increase in basic salary within*
 15 *the meaning of subsection (a) of this section."*

16 *(c) The annual rate of basic salary of any officer or*
 17 *employee whose basic salary, immediately prior to the effec-*
 18 *tive date of this subsection, is at a rate between two scheduled*
 19 *rates, or above the highest scheduled rate. in the Postal Field*

1 *Service Schedule, the Rural Carrier Schedule, or the Fourth-*
 2 *Class Office Schedule, whichever may be applicable, is hereby*
 3 *increased by an amount equal to the amount of the increase*
 4 *made by this title in the next lower rate of the appropriate*
 5 *level in such schedule. As used in this subsection, the term*
 6 *“basic salary” has the same meaning as when used in the*
 7 *Postal Field Service Compensation Act of 1955.*

8 (d) *Section 204(b) of the Postal Field Service Com-*
 9 *pensation Act of 1955, as amended (39 U.S.C. 964(b)), is*
 10 *amended by striking out “thirty” wherever appearing therein*
 11 *and inserting in lieu thereof “five”.*

12 (e) *This title shall have the same force and effect within*
 13 *Guam as within other possessions of the United States.*

14 *TITLE II—GOVERNMENT EMPLOYEES*

15 *GENERALLY*

16 *SHORT TITLE*

17 *SEC. 201. This title may be cited as the “Federal Em-*
 18 *ployees Salary Increase Act of 1960”.*

19 *SALARY INCREASE FOR EMPLOYEES SUBJECT TO*

20 *CLASSIFICATION ACT OF 1949*

21 *SEC. 202. (a) Section 603(b) of the Classification Act*
 22 *of 1949, as amended (72 Stat. 203; 5 U.S.C. 1113(b)),*
 23 *is amended to read as follows:*

1 “(b) The compensation schedule for the General Sched-
2 ule shall be as follows:

“GRADE	Per annum rates						
GS-1.....	\$3,310	\$3,405	\$3,500	\$3,595	\$3,690	\$3,785	\$3,880
GS-2.....	3,605	3,700	3,795	3,890	3,985	4,080	4,180
GS-3.....	3,845	3,940	4,035	4,130	4,230	4,335	4,440
GS-4.....	4,105	4,200	4,305	4,410	4,515	4,620	4,725
GS-5.....	4,405	4,570	4,735	4,900	5,065	5,230	5,395
GS-6.....	4,895	5,060	5,225	5,390	5,555	5,720	5,885
GS-7.....	5,430	5,595	5,760	5,925	6,090	6,255	6,420
GS-8.....	5,965	6,130	6,295	6,460	6,625	6,790	6,955
GS-9.....	6,525	6,690	6,855	7,020	7,185	7,350	7,515
GS-10.....	7,095	7,260	7,425	7,590	7,755	7,920	8,085
GS-11.....	7,665	7,930	8,195	8,460	8,725	8,990	-----
GS-12.....	9,080	9,345	9,610	9,875	10,140	10,405	-----
GS-13.....	10,785	11,050	11,315	11,580	11,845	12,110	-----
GS-14.....	12,380	12,645	12,910	13,175	13,440	13,705	-----
GS-15.....	13,920	14,250	14,580	14,910	15,240	-----	-----
GS-16.....	15,470	15,735	16,000	16,265	16,530	-----	-----
GS-17.....	16,760	17,025	17,290	17,555	17,820	-----	-----
GS-18.....	19,000	-----	-----	-----	-----	-----	-----

3 (b) The rates of basic compensation of officers and
4 employees to whom this section applies shall be initially
5 adjusted as follows:

6 (1) If the officer or employee is receiving basic com-
7 pensation immediately prior to the effective date of this
8 section at one of the scheduled or longevity rates of a grade
9 in the General Schedule of the Classification Act of 1949,
10 as amended, he shall receive a rate of basic compensation
11 at the corresponding scheduled or longevity rate in effect on
12 and after such date.

13 (2) If the officer or employee is receiving basic com-
14 pensation immediately prior to the effective date of this sec-
15 tion at a rate between two scheduled or two longevity rates,
16 or between a scheduled and a longevity rate, of a grade in
17 the General Schedule, he shall receive a rate of basic com-

1 *compensation at the higher of the two corresponding rates in*
2 *effect on and after such date.*

3 (3) *If the officer or employee (other than an officer*
4 *or employee subject to paragraph (4) of this subsection),*
5 *immediately prior to the effective date of this section, is*
6 *receiving basic compensation at a rate in excess of the*
7 *maximum longevity rate of his grade, or in excess of the*
8 *maximum scheduled rate of his grade if there is no longevity*
9 *rate for his grade, he shall receive basic compensation at*
10 *a rate equal to the rate which he received immediately prior*
11 *to such effective date, increased by an amount equal to the*
12 *amount of the increase made by this section in the maximum*
13 *longevity rate, or the maximum scheduled rate, as the case*
14 *may be, of his grade until (A) he leaves such position, or (B)*
15 *he is entitled to receive basic compensation at a higher rate by*
16 *reason of the operation of the Classification Act of 1949,*
17 *as amended; but, when his position becomes vacant, the rate*
18 *of basic compensation of any subsequent appointee thereto*
19 *shall be fixed in accordance with such Act, as amended.*

20 (4) *If the officer or employee, immediately prior to the*
21 *effective date of this section, is receiving, pursuant to para-*
22 *graph (4) of section 2(b) of the Federal Employees*
23 *Salary Increase Act of 1955, an existing aggregate rate of*
24 *compensation determined under section 208(b) of the Act*
25 *of September 1, 1954 (68 Stat. 1111; Public Law 763,*

1 *Eighty-third Congress), plus the amount of the increase*
2 *provided by section 2 of the Federal Employees Salary In-*
3 *crease Act of 1955 and by section 2 of the Federal Em-*
4 *ployees Salary Increase Act of 1958, he shall receive an*
5 *aggregate rate of compensation equal to the sum of (A) his*
6 *existing aggregate rate of compensation determined under*
7 *such section 208(b) of the Act of September 1, 1954, (B)*
8 *the amount of the increase provided by section 2 of the*
9 *Federal Employees Salary Increase Act of 1955, (C) the*
10 *amount of the increase provided by section 2 of the Federal*
11 *Employees Salary Increase Act of 1958, and (D) the*
12 *amount of the increase made by this section in the maximum*
13 *longevity rate of his grade, until (i) he leaves his position,*
14 *or (ii) he is entitled to receive aggregate compensation at a*
15 *higher rate by reason of the operation of this title or any*
16 *other provision of law; but, when such position becomes*
17 *vacant, the aggregate rate of compensation of any subsequent*
18 *appointee thereto shall be fixed in accordance with applicable*
19 *provisions of law. Subject to clauses (i) and (ii) of*
20 *the immediately preceding sentence of this paragraph, the*
21 *amount of the increase provided by this section shall be held*
22 *and considered for the purposes of section 208(b) of such*
23 *Act of September 1, 1954, to constitute a part of the existing*
24 *aggregate rate of compensation of such employee.*

1 EMPLOYEES SUBJECT TO THE FOREIGN SERVICE ACT OF
2 1946

3 SEC. 203. (a) The third sentence of section 412 of
4 the Foreign Service Act of 1946, as amended (22 U.S.C.
5 867), is amended by striking out "\$19,250" and inserting
6 in lieu thereof "\$19,800".

7 (b) The fourth sentence of section 412 of such Act is
8 amended to read as follows: "The per annum salaries of
9 Foreign Service officers within each of the other classes shall
10 be as follows:

"Class 1.....	\$17,510	\$17,990	\$18,470	\$18,950	\$19,430	\$19,650	\$19,700	-----
Class 2.....	15,110	15,470	15,830	16,190	16,550	16,910	17,270	-----
Class 3.....	12,710	13,070	13,430	13,790	14,150	14,510	14,870	-----
Class 4.....	10,795	11,095	11,395	11,695	11,995	12,295	12,595	-----
Class 5.....	8,875	9,175	9,475	9,775	10,075	10,375	10,675	-----
Class 6.....	7,315	7,555	7,795	8,035	8,275	8,515	8,755	-----
Class 7.....	6,115	6,295	6,475	6,655	6,835	7,015	7,195	-----
Class 8.....	5,160	5,340	5,520	5,700	5,880	6,060	6,240	\$6,420"

11 (c) The second sentence of section 415 of such Act (22
12 U.S.C. 870) is amended to read as follows: "The per
13 annum rates of staff officers and employees within each class
14 shall be as follows:

"Class 1.....	\$12,830	\$13,210	\$13,590	\$13,970	\$14,350	-----	-----
Class 2.....	11,905	12,235	12,565	12,895	13,225	-----	-----
Class 3.....	10,935	11,245	11,555	11,865	12,175	-----	-----
Class 4.....	9,915	10,225	10,535	10,845	11,155	-----	-----
Class 5.....	9,155	9,420	9,685	9,950	10,215	\$10,480	-----
Class 6.....	8,385	8,620	8,855	9,090	9,325	9,560	-----
Class 7.....	7,620	7,855	8,090	8,325	8,560	8,795	-----
Class 8.....	6,855	7,090	7,325	7,560	7,795	8,030	-----
Class 9.....	6,090	6,325	6,560	6,795	7,030	7,265	-----
Class 10.....	5,580	5,775	5,970	6,165	6,360	6,555	\$6,750
Class 11.....	5,070	5,225	5,380	5,535	5,690	5,845	6,000
Class 12.....	4,560	4,715	4,870	5,025	5,180	5,335	5,490
Class 13.....	4,070	4,225	4,380	4,535	4,690	4,845	5,000
Class 14.....	3,600	3,760	3,920	4,080	4,240	4,400	4,560
Class 15.....	3,370	3,490	3,610	3,730	3,850	3,970	4,090
Class 16.....	3,135	3,215	3,295	3,375	3,455	3,535	3,615
Class 17.....	2,900	2,980	3,060	3,140	3,220	3,300	3,380
Class 18.....	2,680	2,760	2,840	2,920	3,000	3,080	3,160
Class 19.....	2,445	2,525	2,605	2,685	2,765	2,845	2,925
Class 20.....	2,210	2,290	2,370	2,450	2,530	2,610	2,690
Class 21.....	1,975	2,055	2,135	2,215	2,295	2,375	2,455
Class 22.....	1,745	1,825	1,905	1,985	2,065	2,145	2,225"

1 (d) *Foreign Service officers, Reserve officers, and*
 2 *Foreign Service staff officers and employees who are en-*
 3 *titled to receive basic compensation immediately prior to the*
 4 *effective date of this section at one of the step rates provided*
 5 *by section 412 or section 415 of the Foreign Service Act of*
 6 *1946, shall receive basic compensation on or after the effec-*
 7 *tive date of this section at the corresponding step rate as*
 8 *provided by such section 412 or 415 as amended by this*
 9 *section.*

10 *EMPLOYEES IN THE DEPARTMENT OF MEDICINE AND SUR-*

11 *GERY IN THE VETERANS' ADMINISTRATION*

12 *SEC. 204. (a) Section 4103(b) of title 38 of the United*
 13 *States Code, prescribing the annual salary of the Chief*
 14 *Medical Director of the Department of Medicine and Surgery*
 15 *of the Veterans' Administration, is amended by striking out*
 16 *"\$19,580" and inserting in lieu thereof "\$21,345".*

17 *(b) Section 4103(c) of such title, prescribing the an-*
 18 *nual salary of the Deputy Chief Medical Director of the*
 19 *Department of Medicine and Surgery of the Veterans' Ad-*
 20 *ministration, is amended by striking out "\$18,480" and in-*
 21 *serting in lieu thereof "\$20,145".*

22 *(c) Section 4103(d) of such title, relating to the an-*

1 nual salaries of the Assistant Chief Medical Directors and
2 the directors of service or chiefs of division of the Depart-
3 ment of Medicine and Surgery of the Veterans' Adminis-
4 tration, is amended—

5 (1) by striking out “\$17,380” and inserting in lieu
6 thereof “\$18,945”; and

7 (2) by striking out “\$14,545 minimum to \$16,500
8 maximum” and inserting in lieu thereof “\$15,855 mini-
9 mum to \$17,985 maximum”.

10 (d) Section 4103(e) of such title, relating to the annual
11 salaries of the Director of Nursing Service and the Deputy
12 Director of Nursing Service of the Department of Medicine
13 and Surgery of the Veterans' Administration, is amended—

14 (1) by striking out “\$12,770 minimum to \$13,970
15 maximum” and inserting in lieu thereof “\$13,920 min-
16 imum to \$15,230 maximum”; and

17 (2) by striking out “\$11,355 minimum to \$12,555
18 maximum” and inserting in lieu thereof “\$12,380 min-
19 imum to \$13,685 maximum”.

20 (e) Section 4103(f) of such title, relating to the annual
21 salaries of the chief pharmacist, the chief dietitian, the chief
22 physical therapist, and the chief occupational therapist of
23 the Department of Medicine and Surgery of the Veterans'
24 Administration, is amended to read as follows:

25 “(f) The Administrator may appoint a chief pharma-

1 cist, a chief dietitian, a chief physical therapist, and a chief
 2 occupational therapist. During the period of his service as
 3 such, the chief pharmacist and the chief dietitian shall be
 4 paid a salary of \$13,920 minimum to \$15,230 maximum a
 5 year and the chief physical therapist and the chief occupa-
 6 tional therapist shall be paid a salary of \$12,380 minimum
 7 to \$13,685 maximum a year."

8 (f) Section 4107 of such title, relating to the maximum
 9 and minimum rates of annual salary of certain employees of
 10 the Medical Service, the Dental Service, and the Nursing
 11 Service of the Department of Medicine and Surgery of the
 12 Veterans' Administration, is amended to read as follows:
 13 "§ 4107. Grades and pay scales

14 "(a) The grades and per annum full-pay ranges for
 15 positions provided in paragraph (1) of section 4104 of this
 16 title shall be as follows:

17 "MEDICAL SERVICE

18 "Chief grade, \$13,920 minimum to \$15,230 maximum.

19 "Senior grade \$12,380 minimum to \$13,685 maximum.

20 "Intermediate grade, \$10,785 minimum to \$12,090
 21 maximum.

22 "Full grade, \$9,080 minimum to \$10,390 maximum.

23 "Associate grade, \$7,665 minimum to \$8,975 maximum.

24 "Junior grade, \$7,095 minimum to \$8,075 maximum.

1 "DENTAL SERVICE

2 "Chief grade, \$13,920 minimum to \$15,230 maximum.

3 "Senior grade, \$12,380 minimum to \$13,685 maximum.

4 "Intermediate grade \$10,785 minimum to \$12,090
5 maximum.

6 "Full grade, \$9,080 minimum to \$10,390 maximum.

7 "Associate grade, \$7,665 minimum to \$8,975 maximum.

8 "Junior grade, \$7,095 minimum to \$8,075 maximum.

9 "NURSING SERVICE

10 "Assistant Director, \$9,080 minimum to \$10,390 maxi-
11 mum.

12 "Senior grade, \$7,665 minimum to \$8,975 maximum.

13 "Full grade, \$6,525 minimum to \$7,505 maximum.

14 "Associate grade, \$5,675 minimum to \$6,720 maximum.

15 "Junior grade, \$4,825 minimum to \$5,870 maximum.

16 "ADMINISTRATION

17 "(b) Notwithstanding any law, Executive order, or
18 regulation, the Administrator shall prescribe by regulation
19 the hours and conditions of employment and leaves of absence
20 of physicians, dentists, and nurses."

21 (g) Section 4108(d) of such title, prescribing the maxi-
22 mum amount of pay and allowances of medical, surgical,
23 and dental specialists of the Department of Medicine and
24 Surgery of the Veterans' Administration, is amended to read
25 as follows:

1 “(d) Any person, rated as a medical, surgical, or dental
 2 specialist under the provisions of this section, shall receive,
 3 in addition to his basic pay, an allowance equal to 15 per
 4 centum of such pay, but in no event shall the pay plus the
 5 allowance authorized by this subsection exceed \$17,440 per
 6 annum.”

7 AGRICULTURAL STABILIZATION AND CONSERVATION

8 COUNTY COMMITTEE EMPLOYEES

9 SEC. 205. (a) The rates of compensation of persons
 10 employed by the county committees established pursuant to
 11 section 8(b) of the Soil Conservation and Domestic Allot-
 12 ment Act (16 U.S.C. 590h(b)) shall be increased by
 13 amounts equal, as nearly as may be practicable, to the in-
 14 creases provided by this Act for corresponding rates of com-
 15 pensation in the appropriate schedule or scale of pay.

16 (b) (1) Section 2 of the Civil Service Retirement Act, as
 17 amended (5 U.S.C. 2252), is amended by adding at the end
 18 thereof the following new subsection:

19 “(h) This Act shall apply to persons employed by the
 20 county committees established pursuant to section 8(b) of the
 21 Soil Conservation and Domestic Allotment Act (16 U.S.C.
 22 590h(b)), subject to the following requirements:

23 “(1) The Secretary of Agriculture is authorized
 24 and directed to prescribe and issue such regulations as
 25 may be necessary to provide a means of effecting the

1 application and operation of the provisions of this Act
2 with respect to such employees;

3 “(2) The Commission is authorized and directed to
4 accept the certification of the Secretary of Agriculture
5 or his designee with respect to service, for purposes
6 of this Act, rendered by such employees prior to the
7 effective date of this amendment; and

8 “(3) Service rendered prior to the effective date
9 of this amendment as an employee of a county com-
10 mittee established pursuant to section 8(b) of the Soil
11 Conservation and Domestic Allotment Act (16 U.S.C.
12 590h(b)) shall be included in computing length of credit-
13 able service for the purposes of this Act only (A) if
14 the employee has to his credit a total period of not less
15 than five years of allowable service under this Act (in-
16 cluding service allowable under this amendment) and
17 (B) if, within two years after the effective date of this
18 amendment, the employee shall have deposited with
19 interest at 4 per centum per annum to December 31,
20 1947, and 3 per centum per annum thereafter, com-
21 pounded on December 31 of each year, to the credit of
22 the fund, a sum equal to the aggregate of the amounts
23 which would have been deducted from his basic salary
24 during the period of service claimed under this para-

1 graph if during such period he had been subject to this
2 Act.”

3 (2) Notwithstanding any other provision of law, annuity
4 benefits under the Civil Service Retirement Act resulting from
5 the operation of this subsection shall be paid from the civil
6 service retirement and disability fund.

7 (c) Section 2 of the Federal Employees' Group Life
8 Insurance Act of 1954, as amended (5 U.S.C. 2091), is
9 amended by adding at the end thereof the following new sub-
10 section:

11 “(d) Persons employed by the county committees estab-
12 lished pursuant to section 8(b) of the Soil Conservation and
13 Domestic Allotment Act (16 U.S.C. 590h(b)) shall, under
14 such conditions of eligibility as the Commission by regula-
15 tion may prescribe, come within the purview of this Act.
16 The Secretary of Agriculture is authorized and directed to
17 prescribe and issue such regulations as may be necessary to
18 provide a means of effecting the application and operation of
19 the provisions of this subsection with respect to such persons.”

20 (d) Section 3 of the Federal Employees Health Bene-
21 fits Act of 1959 (5 U.S.C. 3002) is amended by adding at
22 the end thereof the following new subsection:

23 “(f) Persons employed by the county committees estab-
24 lished pursuant to section 8(b) of the Soil Conservation and
25 Domestic Allotment Act (16 U.S.C. 590h(b)) may, in such
26 manner and under such conditions of eligibility as the Com-

1 mission by regulation may prescribe, enroll in an approved
2 health benefits plan described in section 4 either as an indi-
3 vidual or for self and family, under the same terms and
4 conditions as apply to other employees who are eligible to
5 enroll in such a plan under this Act. The Secretary of
6 Agriculture is authorized and directed to prescribe and issue
7 such regulations as may be necessary to provide a means of
8 effecting the application and operation of the provisions of
9 this subsection with respect to such persons.”

10 EMPLOYEES IN THE JUDICIAL BRANCH

11 SEC. 206. (a) The rates of basic compensation of of-
12 ficers and employees in or under the judicial branch of the
13 Government whose rates of compensation are fixed by or pur-
14 suant to paragraph (2) of subdivision a of section 62 of the
15 Bankruptcy Act (11 U.S.C. 102(a)(2)), section 3656 of
16 title 18 of the United States Code, the third sentence of
17 section 603, section 604(a)(5), or sections 672 to 675,
18 inclusive, of title 28 of the United States Code, or section
19 107(a)(6) of the Act of July 31, 1956, as amended (5
20 U.S.C. 2206(a)(6)), are hereby increased by amounts equal
21 to the increases provided by section 202 of this title in cor-
22 responding rates of compensation paid to officers and em-
23 ployees subject to the Classification Act of 1949, as amended.
24 (b) The limitations provided by applicable law on the
25 effective date of this section with respect to the aggregate

1 salaries payable to secretaries and law clerks of circuit and
 2 district judges are hereby increased by the amounts necessary
 3 to pay the additional basic compensation provided by this
 4 title.

5 (c) Section 753(e) of title 28 of the United States
 6 Code (relating to the compensation of court reporters for
 7 district courts) is amended by striking out "\$7,095" and in-
 8 serting in lieu thereof "\$7,735".

9 EMPLOYEES IN THE LEGISLATIVE BRANCH

10 SEC. 207. (a) Each officer and employee in or under the
 11 legislative branch of the Government whose rate of compensa-
 12 tion is increased by section 5 of the Federal Employees Pay
 13 Act of 1946 shall be paid additional compensation at the rate
 14 of 9 per centum of his gross rate of compensation (basic
 15 compensation plus additional compensation authorized by
 16 law).

17 (b) The basic compensation of each employee in the
 18 office of a Senator is hereby adjusted, effective on July 1,
 19 1960, to the lowest multiple of \$60 which will provide a gross
 20 rate of compensation not less than the gross rate such employee
 21 was receiving immediately prior thereto, except that the fore-
 22 going provisions of this subsection shall not apply in the case
 23 of any employee if on or before the fifteenth day following the
 24 date of enactment of this Act the Senator by whom such em-
 25 ployee is employed notifies the disbursing office of the Senate
 26 in writing that he does not wish such provisions to apply to

1 *such employee. In any case in which, at the expiration of the*
2 *time within which a Senator may give notice under this sub-*
3 *section, such Senator is deceased such notice shall be deemed*
4 *to have been given.*

5 *(c) Notwithstanding the provision referred to in sub-*
6 *section (d), the rates of gross compensation of each of the*
7 *elected officers of the Senate (except the Presiding Officer of*
8 *the Senate), the Parliamentarian of the Senate, the Legisla-*
9 *tive Counsel of the Senate, the Senior Counsel in the Office*
10 *of the Legislative Counsel of the Senate, and the Chief Clerk*
11 *of the Senate are hereby increased by 9 per centum.*

12 *(d) The paragraph imposing limitations on basic and*
13 *gross compensation of officers and employees of the Senate*
14 *appearing under the heading "SENATE" in the Legislative*
15 *Appropriation Act, 1956 (69 Stat. 510; Public Law 242,*
16 *Eighty-fourth Congress), is amended to read as follows:*

17 *"No officer or employee whose compensation is dis-*
18 *bursed by the Secretary of the Senate shall be paid basic*
19 *compensation at a rate in excess of \$8,880 per annum, or*
20 *gross compensation at a rate in excess of \$17,900 per annum,*
21 *unless expressly authorized by law. This paragraph shall*
22 *not apply to employees whose rates of compensation are sub-*
23 *ject to the limitations provided by the amendments made by*
24 *subsections (g) and (h) of section 207 of the Federal Em-*
25 *ployees Salary Increase Act of 1960."*

1 (e) The limitation on gross rate per hour per person
2 provided by applicable law on the effective date of this sec-
3 tion with respect to the folding of speeches and pamphlets
4 for the Senate is hereby increased by 9 per centum. The
5 amount of such increase shall be computed to the nearest
6 cent, counting one-half cent and over as a whole cent. The
7 provisions of subsection (a) of this section shall not apply
8 to employees whose compensation is subject to such limitation.

9 (f) The official reporters of proceedings and debates of
10 the Senate and their employees shall be considered to be offi-
11 cers or employees in or under the legislative branch of the
12 Government within the meaning of subsection (a).

13 (g) The paragraph relating to rates of compensation of
14 employees of committees of the Senate, contained in the Legis-
15 lative Appropriation Act, 1956, as amended (69 Stat. 505;
16 Public Law 242, Eighty-fourth Congress), is amended
17 (1) by striking out "\$8,040 per annum" and inserting "any
18 amount which, together with additional compensation author-
19 ized by law, will not exceed the maximum rate authorized for
20 grade 16 of the General Schedule of the Classification Act
21 of 1949, as amended", (2) by striking out "\$8,460 per
22 annum" and inserting "any amount which, together with ad-
23 ditional compensation authorized by law, will not exceed the

1 maximum rate authorized for grade 17 of the General
2 Schedule of such Act", and (3) by striking out "\$8,880
3 per annum" and inserting "any amount which, together with
4 additional compensation authorized by law, will not exceed
5 the maximum rate authorized by the General Schedule of
6 such Act".

7 (h) (1) The second proviso in the paragraph relating
8 to the authority of Senators to rearrange the basic salaries
9 of employees in their respective offices which appears in the
10 Legislative Branch Appropriation Act, 1947, as amended
11 (2 U.S.C. 60f), is amended to read as follows: "Provided,
12 That no salary shall be fixed under this section at a basic
13 rate of more than \$5,100 per annum, except that (1) the
14 salary of one employee may be fixed at a basic rate which,
15 together with additional compensation authorized by law, will
16 not exceed the maximum rate provided by the General
17 Schedule of the Classification Act of 1949, as amended,
18 (2) the salary of one other employee may be fixed at a basic
19 rate which, together with additional compensation authorized
20 by law, will not exceed the maximum rate provided for grade
21 17 of such schedule, and (3) the salary of one other em-
22 ployee may be fixed at a basic rate which, together with addi-
23 tional compensation authorized by law, will not exceed the
24 maximum rate provided for grade 16 of such schedule".

1 (2) *The basic clerk hire allowance of each Senator is*
 2 *increased by \$1,020.*

3 (i) *The basic compensation of the Administrative Assist-*
 4 *ants to the Speaker, Majority Leader, Minority Leader,*
 5 *Majority Whip, and Minority Whip, and of the Administra-*
 6 *tive Assistant to any Member of the House who has served*
 7 *as Speaker of the House, shall be at a per annum basic*
 8 *rate which, together with additional compensation authorized*
 9 *by law, is equal to the maximum rate authorized by the Clas-*
 10 *sification Act of 1949, as amended.*

11 (j) *Section 202(e) of the Legislative Reorganization*
 12 *Act of 1946, as amended (2 U.S.C. 72a(e)), is amended*
 13 *(1) by striking out "\$8,880" where it first appears in such*
 14 *subsection and inserting in lieu thereof "the highest amount*
 15 *which, together with additional compensation authorized by*
 16 *law, will not exceed the maximum rate authorized by the*
 17 *Classification Act of 1949, as amended," and (2) by strik-*
 18 *ing out "\$8,880" at the second place where it appears in*
 19 *such subsection and inserting in lieu thereof "the highest*
 20 *amount which, together with additional compensation author-*
 21 *ized by law, will not exceed the maximum rate authorized by*
 22 *the Classification Act of 1949, as amended".*

23 (k)(1) *This subsection is enacted as an exercise of*
 24 *the rulemaking power of the House of Representatives with*

1 full recognition of the constitutional right of the House of
2 Representatives to change the rule amended by this subsec-
3 tion at any time, in the same manner, and to the same extent
4 as in the case of any other rule of the House of Repre-
5 sentatives.

6 (2) Clause 28(c) of rule XI of the Rules of the House
7 of Representatives is amended (A) by striking out "\$8,880"
8 where it first appears in such clause and inserting in lieu
9 thereof "the highest amount which, together with additional
10 compensation authorized by law, will not exceed the maximum
11 rate authorized by the Classification Act of 1949, as
12 amended," and (B) by striking out "\$8,880" at the second
13 place where it appears in such clause and inserting in lieu
14 thereof "the highest amount which, together with additional
15 compensation authorized by law, will not exceed the maximum
16 rate authorized by the Classification Act of 1949, as
17 amended".

18 (1) Each officer or employee of the House of Repre-
19 sentatives, whose compensation is disbursed by the Clerk of
20 the House of Representatives and is not increased auto-
21 matically, or is not permitted to be increased administratively,
22 by reason of any other provision of this section, shall receive
23 additional compensation at the rate of 9 per centum of the
24 rate of his total annual compensation in effect immediately
25 prior to the effective date of this section.

1 (m) *The limitations on gross rate per thousand and*
2 *gross rate per hour per person provided by applicable law*
3 *on the effective date of this section with respect to the folding*
4 *of speeches and pamphlets for the House of Representatives*
5 *are hereby increased by 9 per centum. The amount of each*
6 *such increase shall be computed to the nearest cent, counting*
7 *one-half cent and over as a whole cent.*

8 (n) *The additional compensation provided by this sec-*
9 *tion shall be considered a part of basic compensation for the*
10 *purposes of the Civil Service Retirement Act (5 U.S.C.*
11 *2251 and the following).*

12 *TITLE III—GENERAL PROVISIONS*

13 *AUTHORIZATION OF APPROPRIATIONS*

14 *SEC. 301. There are hereby authorized to be appro-*
15 *priated such sums as may be necessary to carry out the*
16 *provisions of this Act.*

17 *EFFECTIVE DATE*

18 *SEC. 302. The foregoing provisions of this Act shall*
19 *become effective on the first day of the first pay period which*
20 *begins on or after July 1, 1960.*

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86TH CONGRESS
2D SESSION

H. R. 9883

[Report No. 1636]

A BILL

To adjust the rates of basic compensation of certain officers and employees of the Federal Government, and for other purposes.

By Mr. MORRISON

JANUARY 25, 1960

Referred to the Committee on Post Office and Civil Service

MAY 23, 1960

Reported with an amendment, committed to the Committee of the Whole House on the State of the Union, and ordered to be printed

Digest of CONGRESSIONAL PROCEEDINGS

OF INTEREST TO THE DEPARTMENT OF AGRICULTURE

OFFICE OF
BUDGET AND FINANCE

(For Department
Staff Only)

Issued May 26, 1960
For actions of May 25, 1960
86th-2d, No. 95

CONTENTS

Administrative practice..	4
Agricultural	
appropriations.....	3
Air pollution.....	5
Appropriations.....	3,9
ASC committees.....	10
Cooperatives.....	8
Dairy products.....	1,25
Durum wheat.....	21
Electrification.....	3
Farm loans.....	3
Farm program.....	20
Food additives.....	22
Foreign affairs.....	16
Forestry.....	3
Freight cars.....	8
Hall of Fame.....	23
Hardwood products.....	8
Health.....	10
Household effects.....	8
Information.....	13
International	
development.....	3
Lands.....	8

Legislative program.....	3
Library services.....	3
Life insurance.....	10
Loans.....	3
Meteorology.....	3
Military construction..	14
Milk.....	25
Minimum wage.....	15
Oleomargarine.....	1
Palm oil.....	17
Pay increases.....	10
Personnel.....	2,10,24
Property.....	3,26
Reclamation.....	12
Retirement.....	10
Rural problems.....	8
Soil conservation.....	19
Special milk.....	25
Stockpiling.....	17
Telephones.....	3
Vehicles.....	2
Water resources.....	6
Watersheds.....	7
Wheat.....	3,21
Wildlife.....	18
Wool.....	8

HIGHLIGHTS: House passed public works appropriation bill.

SENATE

1. OLEOMARGARINE. Began debate on S. 2168, to amend the Navy ration statute so as to permit the serving of oleomargarine or margarine (pp. 10234, 10244-51, 10254-6, 10257-8, 10260-1). Pending at adjournment was a proposed amendment by Sen. Proxmire to provide that no oleomargarine or margarine shall be acquired for use by the Navy unless the Secretary of Agriculture certifies that no purchases of milk or dairy products have been or are intended to be made for supporting the price of milk or butterfat, and that acquisition of oleomargarine or margarine will not cause or contribute to a surplus of milk or dairy products, but provided that limited supplies of oleomargarine or margarine may be acquired for use in special operations where the use of butter would be impractical (pp. 10248-51, 10254-6, 10257-8, 10260-1). Agreed to a unanimous-consent request by Sen. Mansfield to vote on the Proxmire amendment at 12:30 p. m. today, May 26 (P. 10257).
2. PERSONNEL. The Judiciary Committee reported with amendments H. R. 7577, to provide for the defense of suits against Federal employees arising out of their operation of motor vehicles in the scope of their employment (S. Rept. 1425). p. 10224

3. AGRICULTURAL APPROPRIATION BILL, 1961. Sen. Dirksen called attention to language in this bill, H. R. 12117, authorizing additional borrowing authority of up to \$40 million for Farmers Home Administration Loans, \$60 million for rural telephone loans, and \$60 million for rural electrification loans, stating that he understood "that under the language as now carried in the bill, if the Administrator feels it is necessary to spend the money and goes to the Bureau of the Budget and insists upon having the additional money made available, the money must be made available." He stated that the "Budget Director has told me that if the demand is made it is virtually impossible for him to resist it, so the money may be expended." pp. 10231-2
4. ADMINISTRATIVE PRACTICE. Sen. Carroll submitted a report of the Judiciary Committee, "Administrative Practice and Procedure" (S. Rept. 1484). p. 10225
5. AIR POLLUTION. Sen. Kuchel urged enactment of legislation to permit stricter control of air pollution, and inserted several articles and letters discussing this matter. pp. 10238-40
6. WATER RESOURCES. Sen. Engle criticized the water resource development policies of the Administration, and inserted a table showing Federal expenditures for water resource development from 1950 through 1960. pp. 10252-3
7. WATERSHEDS. Received from the Budget Bureau plans for works of improvement on the following watersheds: p. 10223
Badger Creek and Mill-Picayune Creek, Iowa, Marsh Creek, Ky. and Tenn., Persimmon and Burnt Corn Creek, Miss., Tabo Creek, Mo., Fishing Creek, S. C., and Bad Axe, Wisc.; to Agriculture and Forestry Committee.
Upper Black Bear Creek, Okla., Reelfoot-Indian Creek, Tenn. and Ky., and Olmitos and Garcias Creeks, Tex.; to Public Works Committee.
8. LEGISLATIVE PROGRAM. Sen. Johnson announced that the following bills have been cleared by the policy committee for possible consideration this week or next week: S. 2759, the Ellender wheat bill; H. R. 7681, transfer of forest land authorities from Interior to USDA; S. 3044, multiple use management forest bi; S. 3140, commission on small town and rural county problems; S. 1617, adjustment of U. S. legislative jurisdiction over land in States; S. 1789, insure adequacy of railroad freight car supply; S. 2977, representation of regional banks for cooperatives on board of directors of Central Bank for Cooperatives; S. 1235, research in meteorology; S. 3074, participation of U. S. in International Development Association; H. R. 9983, payments in lieu of taxes on Federal property; S. 2583, reimbursement of owners of land for moving expenses; H. R. 9322, continue suspension of duty on coarse wool; H. R. 9881, free importation of household effects into U. S. under Government orders; S. 1787, regulate misbranding, etc., of imitation hardwood products; and S. 2830, extension of Library Services Act. pp. 10258-60

HOUSE

9. PUBLIC WORKS APPROPRIATION BILL, 1961. Passed, 387 to 18, without amendment this bill, H.R. 12326 (pp. 10263-4). Previous to the bill's passage, rejected by a vote of 294 to 110, a motion by Rep. Goodell to recommit the bill to the Appropriations Committee with the instructions to delete funds for the Allegheny River Reservoir in Pa. and N. Y. pp. 10263-4
10. PERSONNEL. As reported (see Digest 93), H. R. 9883, the Federal pay bill, includes provisions as follows:

Provides average pay increases of 9% for Classification Act employees, with a maximum of \$19,000 for GS-18 and a minimum increase of \$350, to be effective on the first day of the first pay period which begins after July 1, 1960.

Provides for increases in the pay of ASC county committee employees which would be equal, so far as practicable, to the increases provided for corresponding rates of pay applicable to other classes of employees.

Extends to the ASC county committee employees coverage of the civil service retirement, Federal employees' group life insurance, and Federal employees' health benefits programs.

The

11. ROADS; PROPERTY. / Public Works Committee reported without amendment H. R. 11522, to amend the act of August 26, 1935, to permit certain real property of the U. S. to be conveyed to States, municipalities, and other political subdivisions for highway purposes (H. Rept. 1655). p. 10326
Rep. Cramer criticized Okla. State officials for their part in a recent fraud involving funds for Federal highway construction and inserted a number of letters including one from the Commissioner of Public Roads setting forth the penalty in cases of this nature. pp. 10320-3
12. RECLAMATION. The Foreign Affairs Committee reported without amendment H. R. 12263, to authorize the conclusion of an agreement for the joint construction by the U. S. and Mexico of a major international storage dam on the Rio Grande in accordance with the provisions of the 1944 treaty with Mexico (H. Rept. 1654). p. 10326
13. INFORMATION. The Education and Labor Committee reported with amendment H. R. 7656, to provide for the establishment of a Federal Advisory Council of the Arts to assist in the growth and development of the fine arts in the U. S. (H. Rept. 1660). p. 10326
14. MILITARY CONSTRUCTION. The "Daily Digest" states that conferees agreed to file a conference report on H. R. 10777, the military construction authorization bill for 1961. p. D464
15. MINIMUM WAGES. Rep. Green, Ore., inserted and discussed a resolution urging an increase in minimum wages to \$1.25 an hour, and an extension of the coverage of the Fair Labor Standards Act to "millions of workers now exempted." pp. 10323-4
16. CUBA. Rep. Flood criticized the expropriation and collectivization of formerly U. S. owned ranches and farms in Cuba and inserted an article comparing this action with that of the Communists in East Germany. pp. 10324-5
17. PALM OIL; STOCKPILES. Received from GSA a notice of a proposed disposition of approximately 37,609,878 pounds of palm oil from the national stockpile. p. 10326

ITEMS IN APPENDIX

18. WILDLIFE. Extension of remarks of Sen. Wiley stating that "as a fast expanding country more and more of our great out-of-doors is being wiped out," and inserting an article, "Wildlife Faces Gloomy Outlook." p. A4439
Extension of remarks of Sen. Douglas inserting an article, "Is the Prairie Chicken in Illinois a Lost Cause?" discussing the decrease in the numbers of this species as a result of grazing and cultivation of farm land. p. A4456

19. SOIL CONSERVATION. Extension of remarks of Rep. Meyer stating that "this is Soil Stewardship Week and a time for each of us to reexamine the great need for the proper conservation of our soil." pp. A4439-40
Rep. Trimble inserted a Madison County (Ark.) Soil Conservation District report on the highlights of accomplishments for 1959. pp. A4453-4
20. FARM PROGRAM. Rep. Shipley commended and inserted an article, "Agribusiness: Mushroom or Toadstool?" pp. A4441-2
Rep. Poff inserted an article commenting on personal tributes paid to Secretary Benson by Senators Russell and Johnston. p. A4442
Rep. Bray and Rhodes inserted results of polls which included questions on price support and soil bank programs. pp. A4465-6, A4470
Rep. Budge inserted an article, "Maybe Benson Was Right." pp. A4468-9
Extension of remarks of Rep. McFall inserting an article, "Farm Director Visits Escalon to Study Dairy Problems," and stating that it concerns the "desperate plight of California dairymen." p. A4469
21. DURUM WHEAT. Rep. Brunsdale inserted an article, "North Dakotan Finds Real Demand for Durum In Europe -- Two European Millers Say They'd Be Willing To Buy Quality Durum At A Good Premium." pp. A4449-50
22. FOOD ADDITIVES. Extension of remarks of Rep. Barr inserting this Department's report to the House Interstate and Foreign Commerce Committee on proposed amendments to the Federal Food, Drug, and Cosmetic Act relating to color additives. pp. A4450-1
23. HALL OF FAME. Extension of remarks of Rep. George urging passage of his proposed bill to establish the Agriculture Hall of Fame and inserting an address by B. Bynum Turner on this subject. pp. A4459-61

BILLS INTRODUCED

24. PERSONNEL. H. R. 12383, by Rep. Wier, H. R. 12384, by Rep. Zelenko, H. R. 12385, by Rep. O'Hara, Mich., H. R. 12386, by Rep. Frelinghuysen, and H. R. 12387, by Rep. Goodell, to amend the Federal Employees' Compensation Act to make benefits more realistic in terms of present wage rates; to Education and Labor Committee.
H. R. 12392, by Rep. Harris, to amend section 114 of title 18 of the United States Code so as to include members, officers, and employees of the Interstate Commerce Commission among the officers and employees of the United States protected against forcible assault and homicide; to Judiciary Committee.
25. MILK. H. R. 12388, by Rep. Flynn, and H. R. 12393, by Rep. Wolf, to authorize an appropriation for the special milk program for children for the fiscal years 1962 and 1963; to Agriculture Committee.
H. R. 12389, by Rep. Flynn, and H. R. 12394, by Rep. Wolf, to amend the Agricultural Act of 1949 with respect to the level of price support for milk for manufacturing purposes and for butterfat; to Agriculture Committee.
26. PROPERTY. H. R. 12391, by Rep. Hagen, to authorize the payment to local governments of sums in lieu of taxes and special assessments with respect to certain Federal real property; to Interior and Insular Affairs Committee.

Digest of CONGRESSIONAL PROCEEDINGS

OF INTEREST TO THE DEPARTMENT OF AGRICULTURE

OFFICE OF
BUDGET AND FINANCE

(For Department
Staff Only)

CONTENTS

Issued June 16, 1960
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86th-2d, No. 109

Acreage allotments.....	11
Agricultural appropriations.....	1
Alaska.....	39
Appropriations.....	1,9,16,17,18
ARS.....	1
ASC committees.....	2
Botanical gardens.....	20
Brucellosis.....	1
Contracts.....	4,22
Cotton.....	11,41
Dairy industry.....	26
Depressed areas.....	28
Electrification.....	3,40
Extension services.....	33
Farm labor.....	30
Farm program.....	29,43
Foreign aid....	25,31,35,37
Foreign currencies.....	24
Forest Service.....	13
Forestry.....	13
General counsels.....	2
Health benefits.....	2

Housing.....	6
Imports.....	36
Information.....	21
Item veto.....	9
Land-grant colleges.....	11
Lands.....	8,23,38
Life insurance.....	2,12
Marketing.....	36
Meat inspection.....	42
Milk.....	10
Mutual security.....	25
Overseas employees.....	12
Pay increase.....	2,12,27
Personnel.....	2,12,27
Pesticides.....	15
Poultry inspection.....	5
Price supports.....	10
Property.....	3
Public Law 480.....	24
Publications.....	21
Purchasing.....	22
Reclamation.....	32
Teaching grants.....	11
Transportation..	7,12,19,34
Travel costs.....	2,12
Vehicles.....	2
Watersheds.....	14
Wildlife.....	15

HIGHLIGHTS: Both Houses agreed to conference report on agricultural appropriation bill. House subcommittee voted to report adversely bill to continue poultry inspection exemptions. Senate committee voted to report bills to extend minimum national quota for extra long staple cotton, and to accelerate reforestation programs. Senate committee reported bill to increase milk and butterfat price supports. House committee voted to report housing bill. Senate committee voted to report general Government matters and independent offices appropriations bills. House passed pay raise bill. Senate committee reported pay raise bill.

HOUSE

1. AGRICULTURAL APPROPRIATION BILL, 1961. Both Houses agreed to the conference report on this bill, H. R. 12117, and acted on amendments in disagreement (pp. 11753-5, 11821-4). This bill will now be sent to the President.

With regard to Senate amendment No. 4, both Houses agreed to a substitute amendment to provide that no funds shall be used to formulate or administer a brucellosis eradication program for the fiscal year 1963 (rather than fiscal year 1962 as proposed in the Senate amendment) that does not require minimum matching by any State of at least 40 percent.

With regard to Senate amendment No. 6, both Houses agreed to a substitute amendment to provide \$2,550,000, to remain available until expended, for ARS for construction of facilities and acquisition of the necessary land therefor by donation or exchange. The Senate amendment would have provided \$3,700,000 for this purpose.

2. PERSONNEL; PAY. By a vote of 378 to 40, passed with amendment H. R. 9883, the Federal employees pay raise bill (pp. 11789-821). Rejected, 324 to 94, a motion by Rep. Rees to recommit the bill to the Post Office and Civil Service Committee with instruction to report it back with a provision for a 5 percent increase for employees (p. 11820). Agreed to an amendment by Rep. Morrison, in the nature of a substitute for the bill as reported by the committee, which provides for a 7-1/2 percent pay increase (rather than a 9 percent increase), and increases the salaries of general counsels of executive departments (except Justice) from \$19,000 to \$20,000 per annum (pp. 11816-20). The bill also provides for increases in the pay of ASC county committee employees which would be equal, so far as practicable, to the increases provided for corresponding rates of pay applicable to other classes of employees, and extends to the ASC county committee employees coverage of the civil service retirement, Federal employees' group life insurance, and Federal employees' health benefits programs.

Passed without amendment H. R. 12620, to provide for the defense of suits against Federal employees arising out of their operation of motor vehicles in the scope of their employment (pp. 11824). Rep. Lane stated that the bill was similar to H. R. 7577, vetoed by the President, except that it had been modified to meet the President's objections contained in his veto message.

The Government Operations Committee reported with amendment H. R. 12273, to amend the Administrative Expenses Act so as to provide for the payment of travel and transportation cost for persons selected for appointment to certain positions in the U. S. (H. Rept. 1879). p. 11843

3. PROPERTY. The Government Operations Committee reported without amendment H. R. 9600, to authorize and direct the transfer of certain personal property to State and county agencies engaged in cooperative agricultural extension work (H. Rept. 1876). p. 11843

The Government Operations Committee reported without amendment H. R. 11499, to amend the Federal Property and Administrative Services Act so as to authorize the use of surplus personal property by State distribution agencies (H. Rept. 1878). p. 11843

4. CONTRACTS. The Government Operations Committee reported without amendment H. R. 12604, to amend the "antikickback statute" so as to extend its provisions to all negotiated contracts (H. Rept. 1880). p. 11843

5. POULTRY INSPECTION. The Dairy and Poultry Subcommittee of the Agriculture Committee voted to report adversely to the full committee H. R. 11050, to amend the Poultry Products Inspection Act so as to continue the authority to exempt certain poultry inspection plants beyond June 30, 1960. p. D556

6. HOUSING. The Banking and Currency Committee voted to report with amendment (but did not actually report) H. R. 12603, to extend and amend laws relating to the preservation and improvement of housing. p. D556

7. TRANSPORTATION. The Interstate and Foreign Commerce Committee voted to report (but did not actually report) the following bills: p. D557

S. 1509, with amendment, to amend the Interstate Commerce Act so as to provide for "grandfather" rights (preference rights for certain carriers operating in the past) for certain motor carriers and freight forwarders in Alaska;

S. 1508, to provide for the economic regulation of the Alaska Railroad under the Interstate Commerce Act;

H. R. 7937, to amend the Interstate Commerce Act so as to insure the adequacy of the National railroad freight car supply.

June 15, 1960

8. LANDS; ELECTRIFICATION. The Government Operations Committee approved two reports, "Land Appraisal Practices, Department of Interior, Bureau of Land Management, Arizona" and "Electric Power Contract for Yellowstone National Park." p. D557
9. APPROPRIATIONS; ITEM VETO. Rep. Schwengel spoke in support of legislation to give the President authority to veto individual items in appropriation bills, and reviewed the history of the item veto as it has been used in the various States. pp. 11831-3

SENATE

10. MILK; PRICE SUPPORTS. The Agriculture and Forestry Committee reported with amendment S. 2917, to modify the price support level for milk and butterfat (S. Rept. 1592). p. 11705
11. COTTON; ACREAGE ALLOTMENTS; LAND GRANT COLLEGES. The Agriculture and Forestry Committee voted to report (but did not actually report) the following bills: p. D554
- H. R. 12115, to extend the present minimum national marketing quota for extra-long staple cotton to the 1961 crop;
- H. R. 11646, with amendment, to amend the act authorizing the Secretary of Agriculture to collect and publish statistics of the grade and staple length of cotton by defining certain offenses in connection with the sampling of cotton classification and providing a penalty provision;
- S. 3117, to treat all basic agricultural commodities alike with respect to the cost of remeasuring acreage allotments; and
- S. 3450, relating to the endowment and support of colleges of agriculture and mechanic arts, to increase the authorized appropriations for resident teaching grants to land-grant institutions.
12. PERSONNEL. The Government Operations Committee reported without amendment S. 3485, to provide for the payment of travel and transportation costs for persons selected for appointment to certain positions in the U. S. (S. Rept. 1584). pp. 11705
- The Government Operations Committee reported with amendment H. R. 766, to amend existing laws so as to modify the strict penalty provision in title 5, U. S. Code, for the use of Government-owned vehicles and aircraft for other than official purposes and give to the heads of departments or agencies the discretion of fixing the disciplinary action in any given case (S. Rept. 1587). p. 11705
- The Post Office and Civil Service Committee reported an original bill, S. 3672, to increase the salaries of Federal classified and postal employees (S. Rept. 1590). p. 11705
- The Post Office and Civil Service Committee voted to report (but did not actually report) H. R. 7758, to improve the administration of overseas activities of the Government by providing for the establishment of a coordinated and uniform system for more effectively compensating Government employees for additional costs, and for hardships and inconveniences, incident to their working assignments in overseas areas and providing for uniformity of treatment for all overseas employees to the extent justified by relative conditions of employment; and S. 3421, relating to payment of death benefits under the Federal Employees' Group Life Insurance Act. p. D555
13. FORESTRY. The Agriculture and Forestry Committee voted to report (but did not actually report) S. J. Res. 95, providing for the acceleration of the reforestation programs of the Departments of Agriculture and Interior. p. D554

Sen. Goldwater commended the Forest Service on their work in creating "a very unique playground out of land that was of little value to either the citizenry or the Forest Service" and suggested that similar programs throughout the U. S. would be of value. pp. 11712-3

14. WATERSHEDS. The "Daily Digest" states that the Agriculture and Forestry Committee approved the following watershed projects: Caney Creek, Ky.; Chippewa Creek, Ohio; Ischua Creek, N. Y.; Mill Creek, Pa.; North Broad River, Ga.; North Fork of Little River, Ky.; and West Fork, Clarks River, Ky. p. D554
15. WILDLIFE; CHEMICAL PESTICIDES. The Interstate and Foreign Commerce Committee voted to report with amendment (but did not actually report) S. 3473, requiring consultation with the Fish and Wildlife Service and appropriate State agencies prior to instituting programs using chemical pesticides in biological control. The "Daily Digest" states that this bill was amended by the substitution of the language of H. R. 12419, a similar bill which has been reported by the House. p. D555
16. DEFENSE DEPARTMENT APPROPRIATION BILL, 1961. Began debate on this bill, H. R. 11998, but deferred final consideration until today, June 16. pp. 11784-5
17. GENERAL GOVERNMENT MATTERS APPROPRIATION BILL, 1961. A subcommittee of the Appropriations Committee voted to report with amendments to the full committee this bill, H. R. 11389. p. D554
18. INDEPENDENT OFFICES APPROPRIATION BILL, 1961. A subcommittee of the Appropriations Committee voted to report with amendments to the full committee this bill, H. R. 11776. p. D554
19. TRANSPORTATION. The Interstate and Foreign Commerce Committee voted to report with amendment (but did not actually report) S. 3228, relating to issuance of certificates of convenience and necessity by the ICC to certain common carriers by motor vehicle. p. D555
The Banking and Currency Committee reported with amendment S. 3278, to amend the Housing Act of 1954 to assist State and local governments and their instrumentalities in improving mass transportation services in metropolitan areas (S. Rept. 1591). p. 11705
20. BOTANICAL GARDEN. The Public Works Committee reported with amendment S. 2919, to authorize the Secretary of the Smithsonian Institution to study and investigate the desirability and feasibility of establishing a national tropical botanic garden in Hawaii (S. Rept. 1589). p. 11705
21. INFORMATION; PUBLICATIONS. The Government Operations Committee reported without amendment S. 3579, to authorize agencies of the Government of the U. S. to pay in advance for required publications (S. Rept. 1583). p. 11705
Received a report by the Comptroller General "Refusals to the General Accounting Office of Access to Records of the Executive Departments and Agencies" (S. Doc. 108). p. 11707
22. CONTRACTS; PURCHASING. The Government Operations Committee reported with amendment S. 3487, to amend the "Anti-Kickback Statute" to extend it to all negotiated contracts (S. Rept. 1585). p. 11705
23. LANDS. Received from the Defense Department proposed legislation to provide for the withdrawal from the public domain of lands in the Ladd-Eielson, Big Delta,

Calendar No. 1655

86TH CONGRESS
2D SESSION

H. R. 9883

IN THE SENATE OF THE UNITED STATES

JUNE 15, 1960

Received; read twice and ordered to be placed on the calendar

AN ACT

To adjust the rates of basic compensation of certain officers and employees of the Federal Government, and for other purposes.

1 *Be it enacted by the Senate and House of Representa-*
2 *tives of the United States of America in Congress assembled,*

3 TITLE I—SALARY ADJUSTMENTS FOR
4 GOVERNMENT EMPLOYEES

5 PART A—POSTAL FIELD SERVICE EMPLOYEES

6 SHORT TITLE

7 SEC. 101. This part may be cited as the “Postal Em-
8 ployees Salary Increase Act of 1960”.

1 POSTAL FIELD SERVICE SCHEDULE

2 SEC. 102. The Postal Field Service Schedule contained
3 in section 301 (a) of the Postal Field Service Compensa-
4 tion Act of 1955, as amended (72 Stat. 145, 215; 39 U.S.C.
5 971 (a)), is amended to read as follows:

"POSTAL FIELD SERVICE SCHEDULE

"Level	Per annum rates and steps						
	1	2	3	4	5	6	7
-----	3,415	3,545	3,675	3,805	3,935	4,065	4,195
2.-----	3,670	3,805	3,940	4,075	4,210	4,345	4,480
3.-----	3,955	4,100	4,245	4,390	4,535	4,680	4,825
4.-----	4,345	4,505	4,665	4,825	4,985	5,145	5,305
5.-----	4,605	4,765	4,925	5,085	5,245	5,405	5,565
6.-----	4,975	5,150	5,325	5,500	5,675	5,850	6,025
7.-----	5,370	5,555	5,740	5,925	6,110	6,295	6,480
8.-----	5,790	5,995	6,200	6,405	6,610	6,815	7,020
9.-----	6,255	6,480	6,705	6,930	7,155	7,380	7,605
10.-----	6,870	7,110	7,350	7,590	7,830	8,070	8,310
11.-----	7,560	7,820	8,080	8,340	8,600	8,860	9,120
12.-----	8,320	8,605	8,890	9,175	9,460	9,745	10,030
13.-----	9,160	9,470	9,780	10,090	10,400	10,710	11,020
14.-----	10,075	10,410	10,745	11,080	11,415	11,750	12,085
15.-----	11,075	11,440	11,805	12,170	12,535	12,900	13,265
16.-----	12,205	12,570	12,935	13,300	13,665	14,030	14,395
17.-----	13,505	13,870	14,235	14,600	14,965	15,330	15,695
18.-----	15,165	15,525	15,885	16,245	16,605	16,965	16,965
19.-----	16,585	16,945	17,095	-----	-----	-----	-----
20.-----	17,200	-----	-----	-----	-----	-----	-----

6 RURAL CARRIER SCHEDULE

7 SEC. 103. (a) The Rural Carrier Schedule contained
8 in section 302 (a) of such Act, as amended (72 Stat. 145;
9 39 U.S.C. 972 (a)), is amended to read as follows:

"RURAL CARRIER SCHEDULE

"Per annum rates and steps

	1	2	3	4	5	6	7
Carriers in rural delivery service:							
Fixed compensation per annum-----	\$2,053	\$2,132	\$2,211	\$2,290	\$2,369	\$2,448	\$2,527
Compensation per mile per annum for each mile up to 30 miles of route-----	71	73	75	77	79	81	83
For each mile of route over 30 miles.-----	24	24	24	24	24	24	24
Temporary carriers in rural delivery service on routes to which no regular carrier is assigned:							
Fixed compensation per annum-----	2,053	-----	-----	-----	-----	-----	-----
Compensation per mile per annum for each mile up to 30 miles of route-----	71	-----	-----	-----	-----	-----	-----
For each mile of route over 30 miles.-----	24	-----	-----	-----	-----	-----	-----
Temporary carriers in rural delivery service on routes having regular carriers absent without pay or on military leave-----	(1)	(1)	(1)	(1)	(1)	(1)	(1)
Substitute carriers in rural delivery service on routes having carriers absent with pay-----	(1)	(1)	(1)	(1)	(1)	(1)	(1)"

¹ Basic compensation authorized for the regular carrier.

(b) Section 302 (c) of such Act, as amended (69 Stat. 119, 72 Stat. 145; 39 U.S.C. 972 (c)), is amended by striking out “\$5,165 during the period referred to in section 304 (c) or \$5,035 thereafter” and inserting in lieu thereof “the basic salary for the maximum step in the Rural Carrier Schedule for a route sixty-one miles in length”.

FOURTH-CLASS OFFICE SCHEDULE

SEC. 104. The Fourth-Class Office Schedule contained in section 303 (a) of such Act, as amended (72 Stat. 146; 39 U.S.C. 973 (a)), is amended to read as follows:

“FOURTH-CLASS OFFICE SCHEDULE

“Gross receipts	Per annum rates and steps						
	1	2	3	4	5	6	7
\$1,300 to \$1,499.99.....	\$2, 979	\$3, 078	\$3, 177	\$3, 276	\$3, 375	\$3, 474	\$3, 573
\$900 to \$1,299.99.....	2, 739	2, 820	2, 910	3, 000	3, 090	3, 180	3, 270
\$600 to \$899.99.....	2, 234	2, 309	2, 384	2, 459	2, 534	2, 609	2, 684
\$350 to \$599.99.....	1, 737	1, 794	1, 851	1, 908	1, 965	2, 022	2, 079
\$250 to \$349.99.....	1, 242	1, 282	1, 322	1, 362	1, 402	1, 442	1, 482
\$200 to \$249.99.....	993	1, 025	1, 057	1, 089	1, 121	1, 153	1, 185
\$100 to \$199.99.....	745	769	793	817	841	865	889
Under \$100.....	495	511	527	543	559	575	591”

RELATED PROVISIONS COVERING POSTAL FIELD SERVICE

EMPLOYEES

SEC. 105. (a) Section 304 (c) of such Act, as amended (72 Stat. 146; 39 U.S.C. 974 (c)), is hereby repealed.

(b) Section 401 of such Act, as amended (39 U.S.C.

1 981), is amended by adding at the end thereof the follow-
2 ing subsection:

3 “(d) Any increase in basic salary granted by law on
4 or after the effective date of this subsection shall not be
5 deemed to be an equivalent increase in basic salary within
6 the meaning of subsection (a) of this section.”

7 (c) The annual rate of basic salary of any officer or
8 employee whose basic salary, immediately prior to the effec-
9 tive date of this subsection, is at a rate between two scheduled
10 rates, or above the highest scheduled rate, in the Postal Field
11 Service Schedule, the Rural Carrier Schedule, or the Fourth-
12 Class Office Schedule, whichever may be applicable, is hereby
13 increased by an amount equal to the amount of the increase
14 made by this part in the next lower rate of the appropriate
15 level in such schedule. As used in this subsection, the term
16 “basic salary” has the same meaning as when used in the
17 Postal Field Service Compensation Act of 1955.

18 (d) This part shall have the same force and effect
19 within Guam as within other possessions of the United
20 States.

21 PART B—GOVERNMENT EMPLOYEES

22 GENERALLY

23 SHORT TITLE

24 SEC. 111. This part may be cited as the “Federal Em-
25 ployees Salary Increase Act of 1960”.

SALARY INCREASE FOR EMPLOYEES SUBJECT TO
CLASSIFICATION ACT OF 1949

SEC. 112. (a) Section 603 (b) of the Classification Act of 1949, as amended (72 Stat. 203; 5 U.S.C. 1113 (b)), is amended to read as follows:

“(b) The compensation schedule for the General Schedule shall be as follows:

“Grade	Per annum rates						
GS-1-----	\$3,185	\$3,290	\$3,395	\$3,500	\$3,605	\$3,710	\$3,815
GS-2-----	3,500	3,605	3,710	3,815	3,920	4,025	4,130
GS-3-----	3,760	3,865	3,970	4,075	4,180	4,285	4,390
GS-4-----	4,040	4,145	4,250	4,355	4,460	4,565	4,670
GS-5-----	4,345	4,510	4,675	4,840	5,005	5,170	5,335
GS-6-----	4,830	4,995	5,160	5,325	5,490	5,655	5,820
GS-7-----	5,355	5,520	5,685	5,850	6,015	6,180	6,345
GS-8-----	5,885	6,050	6,215	6,380	6,545	6,710	6,875
GS-9-----	6,435	6,600	6,765	6,930	7,095	7,260	7,425
GS-10-----	6,995	7,160	7,325	7,490	7,655	7,820	7,985
GS-11-----	7,560	7,820	8,080	8,340	8,600	8,860	-----
GS-12-----	8,955	9,215	9,475	9,735	9,995	10,255	-----
GS-13-----	10,635	10,895	11,155	11,415	11,675	11,935	-----
GS-14-----	12,210	12,470	12,730	12,990	13,250	13,510	-----
GS-15-----	13,730	14,055	14,380	14,705	15,030	-----	-----
GS-16-----	15,255	15,515	15,775	16,035	16,295	-----	-----
GS-17-----	16,530	16,790	17,050	17,310	17,570	-----	-----
GS-18-----	18,500	-----	-----	-----	-----	-----	-----

(b) The rates of basic compensation of officers and employees to whom this section applies shall be initially adjusted as follows:

(1) If the officer or employee is receiving basic compensation immediately prior to the effective date of this section at one of the scheduled or longevity rates of a grade in the General Schedule of the Classification Act of 1949, as amended, he shall receive a rate of basic compensation at the corresponding scheduled or longevity rate in effect on and after such date.

(2) If the officer or employee is receiving basic compensation immediately prior to the effective date of this sec-

1 tion at a rate between two scheduled or two longevity rates,
2 or between a scheduled and a longevity rate, of a grade in
3 the General Schedule, he shall receive a rate of basic com-
4 pensation at the higher of the two corresponding rates in
5 effect on and after such date.

6 (3) If the officer or employee (other than an officer
7 or employee subject to paragraph (4) of this subsection),
8 immediately prior to the effective date of this section, is
9 receiving basic compensation at a rate in excess of the
10 maximum longevity rate of his grade, or in excess of the
11 maximum scheduled rate of his grade if there is no longevity
12 rate for his grade, he shall receive basic compensation at
13 a rate equal to the rate which he received immediately prior
14 to such effective date, increased by an amount equal to the
15 amount of the increase made by this section in the maximum
16 longevity rate, or the maximum scheduled rate, as the case
17 may be, of his grade until (A) he leaves such position, or (B)
18 he is entitled to receive basic compensation at a higher rate by
19 reason of the operation of the Classification Act of 1949,
20 as amended; but, when his position becomes vacant, the rate
21 of basic compensation of any subsequent appointee thereto
22 shall be fixed in accordance with such Act, as amended.

23 (4) If the officer or employee, immediately prior to the
24 effective date of this section, is receiving, pursuant to para-
25 graph (4) of section 2(b) of the Federal Employees

1 Salary Increase Act of 1955, an existing aggregate rate of
2 compensation determined under section 208 (b) of the Act
3 of September 1, 1954 (68 Stat. 1111; Public Law 763,
4 Eighty-third Congress), plus the amount of the increase
5 provided by section 2 of the Federal Employees Salary In-
6 crease Act of 1955 and by section 2 of the Federal Em-
7 ployees Salary Increase Act of 1958, he shall receive an
8 aggregate rate of compensation equal to the sum of (A) his
9 existing aggregate rate of compensation determined under
10 such section 208 (b) of the Act of September 1, 1954, (B)
11 the amount of the increase provided by section 2 of the
12 Federal Employees Salary Increase Act of 1955, (C) the
13 amount of the increase provided by section 2 of the Federal
14 Employees Salary Increase Act of 1958, and (D) the
15 amount of the increase made by this section in the maximum
16 longevity rate of his grade, until (i) he leaves his position,
17 or (ii) he is entitled to receive aggregate compensation at a
18 higher rate by reason of the operation of this title or any
19 other provision of law; but, when such position becomes
20 vacant, the aggregate rate of compensation of any subsequent
21 appointee thereto shall be fixed in accordance with applicable
22 provisions of law. Subject to clauses (i) and (ii) of
23 the immediately preceding sentence of this paragraph, the
24 amount of the increase provided by this section shall be held
25 and considered for the purposes of section 208 (b) of such

1 Act of September 1, 1954, to constitute a part of the existing
2 aggregate rate of compensation of such employee.

3 EMPLOYEES SUBJECT TO THE FOREIGN SERVICE

4 ACT OF 1946

5 SEC. 113. (a) The third sentence of section 412 of
6 the Foreign Service Act of 1946, as amended (22 U.S.C.
7 867), is amended by striking out "\$19,250" and inserting
8 in lieu thereof "\$19,800".

9 (b) The fourth sentence of section 412 of such Act is
10 amended to read as follows: "The per annum salaries of
11 Foreign Service officers within each of the other classes shall
12 be as follows:

"Class 1.....	\$17,250	\$17,650	\$18,050	\$18,450	\$18,850	\$19,250	\$19,650	-----
Class 2.....	14,900	15,255	15,610	15,965	16,320	16,675	17,030	-----
Class 3.....	12,535	12,890	13,245	13,600	13,955	14,310	14,665	-----
Class 4.....	10,645	10,945	11,245	11,545	11,845	12,145	12,445	-----
Class 5.....	8,755	9,055	9,355	9,655	9,955	10,255	10,555	-----
Class 6.....	7,215	7,455	7,695	7,935	8,175	8,415	8,655	-----
Class 7.....	6,035	6,215	6,395	6,575	6,755	6,935	7,115	-----
Class 8.....	5,085	5,265	5,445	5,625	5,805	5,985	6,165	\$6,345"

13 (c) The second sentence of section 415 of such Act
14 (22 U.S.C. 870) is amended to read as follows: "The per
15 annum rates of staff officers and employees within each
16 class shall be as follows:

"Class 1.....	\$12,655	\$13,030	\$13,405	\$13,780	\$14,155	-----	-----
Class 2.....	11,740	12,065	12,390	12,715	13,040	-----	-----
Class 3.....	10,785	11,095	11,405	11,715	12,025	-----	-----
Class 4.....	9,780	10,090	10,400	10,710	11,020	-----	-----
Class 5.....	9,025	9,285	9,545	9,805	10,065	\$10,325	-----
Class 6.....	8,270	8,500	8,730	8,960	9,190	9,420	-----
Class 7.....	7,515	7,745	7,975	8,205	8,435	8,665	-----
Class 8.....	6,760	6,990	7,220	7,450	7,680	7,910	-----
Class 9.....	6,005	6,235	6,465	6,695	6,925	7,155	-----
Class 10.....	5,500	5,690	5,880	6,070	6,260	6,450	\$6,640
Class 11.....	5,000	5,155	5,310	5,465	5,620	5,775	5,930
Class 12.....	4,495	4,650	4,805	4,960	5,115	5,270	5,425
Class 13.....	4,010	4,165	4,320	4,475	4,630	4,785	4,940
Class 14.....	3,550	3,705	3,860	4,015	4,170	4,325	4,480
Class 15.....	3,325	3,440	3,555	3,670	3,785	3,900	4,015
Class 16.....	3,095	3,175	3,255	3,335	3,415	3,495	3,575
Class 17.....	2,860	2,940	3,020	3,100	3,180	3,260	3,340
Class 18.....	2,640	2,720	2,800	2,880	2,960	3,040	3,120
Class 19.....	2,410	2,490	2,570	2,650	2,730	2,810	2,890
Class 20.....	2,180	2,260	2,340	2,420	2,500	2,580	2,660
Class 21.....	1,950	2,030	2,110	2,190	2,270	2,350	2,430
Class 22.....	1,720	1,800	1,880	1,960	2,040	2,120	2,200"

(d) Foreign Service officers, Reserve officers, and Foreign Service staff officers and employees who are entitled to receive basic compensation immediately prior to the effective date of this section at one of the step rates provided by section 412 or section 415 of the Foreign Service Act of 1946, shall receive basic compensation on or after the effective date of this section at the corresponding step rate as provided by such section 412 or 415 as amended by this section.

EMPLOYEES IN THE DEPARTMENT OF MEDICINE AND SURGERY IN THE VETERANS' ADMINISTRATION

SEC. 114. (a) Section 4103 (b) of title 38 of the United States Code, relating to the annual salary of the Chief Medical Director of the Department of Medicine and Surgery of the Veterans' Administration, is amended by striking out "\$19,580" and inserting in lieu thereof "\$21,050".

(b) Section 4103 (c) of such title, relating to the annual salary of the Deputy Chief Medical Director of the Department of Medicine and Surgery of the Veterans' Administration, is amended by striking out "\$18,480" and inserting in lieu thereof "\$19,870".

(c) Section 4103 (d) of such title, relating to the annual salaries of the Assistant Chief Medical Directors and the directors of service or chiefs of division of the Depart-

1 ment of Medicine and Surgery of the Veterans' Adminis-
2 tration, is amended—

3 (1) by striking out "\$17,380" and inserting in lieu
4 thereof "\$18,685"; and

5 (2) by striking out "\$14,545 minimum to \$16,500
6 maximum" and inserting in lieu thereof "\$15,640 mini-
7 mum to \$17,740 maximum".

8 (d) Section 4103 (e) of such title, relating to the annual
9 salaries of the Director of Nursing Service and the Deputy
10 Director of Nursing Service of the Department of Medicine
11 and Surgery of the Veterans' Administration, is amended—

12 (1) by striking out "\$12,770 minimum to \$13,970
13 maximum" and inserting in lieu thereof "\$13,730 min-
14 imum to \$15,030 maximum"; and

15 (2) by striking out "\$11,355 minimum to \$12,555
16 maximum" and inserting in lieu thereof "\$12,210 min-
17 imum to \$13,510 maximum".

18 (e) Section 4103 (f) of such title, relating to the annual
19 salaries of the chief pharmacist, the chief dietitian, the chief
20 physical therapist, and the chief occupational therapist of
21 the Department of Medicine and Surgery of the Veterans'
22 Administration, is amended to read as follows:

23 " (f) The Administrator may appoint a chief pharma-
24 cist, a chief dietitian, a chief physical therapist, and a chief

1 occupational therapist. During the period of his service as
 2 such, the chief pharmacist and the chief dietitian shall be
 3 paid a salary of \$13,730 minimum to \$15,030 maximum a
 4 year and the chief physical therapist and the chief occupa-
 5 tional therapist shall be paid a salary of \$12,210 minimum
 6 to \$13,510 maximum a year."

7 (f) Section 4107 (a) of such title, relating to the maxi-
 8 mum and minimum rates of annual salary of certain employ-
 9 ees of the Medical Service, the Dental Service, and the Nurs-
 10 ing Service of the Department of Medicine and Surgery of
 11 the Veterans' Administration, is amended to read as follows:

12 "§ 4107. Grades and pay scales

13 " (a) The grades and per annum full-pay ranges for
 14 positions provided in paragraph (1) of section 4104 of this
 15 title shall be as follows:

16 "MEDICAL SERVICE

17 "Chief grade, \$13,730 minimum to \$15,030 maximum.

18 "Senior grade \$12,210 minimum to \$13,510 maximum.

19 "Intermediate grade, \$10,635 minimum to \$11,935
 20 maximum.

21 "Full grade, \$8,955 minimum to \$10,255 maximum.

22 "Associate grade, \$7,560 minimum to \$8,860 maxi-
 23 mum.

24 "Junior grade, \$6,995 minimum to \$7,985 maximum.

1 "DENTAL SERVICE

2 "Chief grade, \$13,730 minimum to \$15,030 maximum.

3 "Senior grade, \$12,210 minimum to \$13,510 maximum.

4 "Intermediate grade, \$10,635 minimum to \$11,935
5 maximum.

6 "Full grade, \$8,955 minimum to \$10,255 maximum.

7 "Associate grade, \$7,560 minimum to \$8,860 maximum.

8 "Junior grade, \$6,995 minimum to \$7,985 maximum.

9 "NURSING SERVICE

10 "Assistant Director, \$8,955 minimum to \$10,255 maxi-
11 mum.

12 "Senior grade, \$7,560 minimum to \$8,860 maximum.

13 "Full grade, \$6,435 minimum to \$7,425 maximum.

14 "Associate grade, \$5,600 minimum to \$6,630 maximum.

15 "Junior grade, \$4,760 minimum to \$5,790 maximum.

16 "ADMINISTRATION

17 "(b) Notwithstanding any law, Executive order, or
18 regulation, the Administrator shall prescribe by regulation
19 the hours and conditions of employment and leaves of absence
20 of physicians, dentists, and nurses."

21 (g) Section 4108 (d) of such title, prescribing the maxi-
22 mum amount of pay and allowances of medical, surgical,
23 and dental specialists of the Department of Medicine and
24 Surgery of the Veterans' Administration, is amended to read
25 as follows:

1 “(d) Any person, rated as a medical, surgical, or dental
2 specialist under the provisions of this section, shall receive,
3 in addition to his basic pay, an allowance equal to 15 per
4 centum of such pay, but in no event shall the pay plus the
5 allowance authorized by this subsection exceed \$17,200 per
6 annum.”

7 AGRICULTURAL STABILIZATION AND CONSERVATION

8 COUNTY COMMITTEE EMPLOYEES

9 SEC. 115. (a) The rate of compensation of persons
10 employed by the county committees established pursuant to
11 section 8 (b) of the Soil Conservation and Domestic Allot-
12 ment Act (16 U.S.C. 590h (b)) shall be increased by
13 amounts equal, as nearly as may be practicable, to the in-
14 creases provided by this title for corresponding rates of
15 compensation in the appropriate schedule or scale of pay.

16 (b) (1) Section 2 of the Civil Service Retirement Act,
17 as amended (5 U.S.C. 2252) , is amended by adding at the
18 end thereof the following new subsection:

19 “(h) This Act shall apply to persons employed by the
20 county committees established pursuant to section 8 (b) of the
21 Soil Conservation and Domestic Allotment Act (16 U.S.C.
22 590h (b)) , subject to the following requirements

23 “(1) The Secretary of Agriculture is authorized
24 and directed to prescribe and issue such regulations as
25 may be necessary to provide a means of effecting the

1 application and operation of the provisions of this Act
2 with respect to such employees;

3 “(2) The Commission is authorized and directed to
4 accept the certification of the Secretary of Agriculture
5 or his designee with respect to service, for purposes
6 of this Act, rendered by such employees prior to the
7 effective date of this amendment; and

8 “(3) Service rendered prior to the effective date
9 of this amendment as an employee of a county com-
10 mittee established pursuant to section 8 (b) of the Soil
11 Conservation and Domestic Allotment Act (16 U.S.C.
12 590h (b)) shall be included in computing length of cred-
13 itable service for the purposes of this Act only (A) if
14 the employee has to his credit a total period of not less
15 than five years of allowable service under this Act (in-
16 cluding service allowable under this amendment) and
17 (B) if, within two years after the effective date of this
18 amendment, the employee shall have deposited with
19 interest at 4 per centum per annum to December 31,
20 1947, and 3 per centum per annum thereafter, com-
21 pounded on December 31 of each year, to the credit of
22 the fund, a sum equal to the aggregate of the amounts
23 which would have been deducted from his basic salary
24 during the period of service claimed under this para-

graph if during such period he had been subject to this Act.”

(2) Notwithstanding any other provision of law, annuity benefits under the Civil Service Retirement Act resulting from the operation of this subsection shall be paid from the civil service retirement and disability fund.

(c) Section 2 of the Federal Employees’ Group Life Insurance Act of 1954, as amended (5 U.S.C. 2091), is amended by adding at the end thereof the following new subsection:

“(d) Persons employed by the county committees established pursuant to section 8 (b) of the Soil Conservation and Domestic Allotment Act (16 U.S.C. 590h (b)) shall, under such conditions of eligibility as the Commission by regulation may prescribe, come within the purview of this Act. The Secretary of Agriculture is authorized and directed to prescribe and issue such regulations as may be necessary to provide a means of effecting the application and operation of the provisions of this subsection with respect to such persons.”

(d) Section 3 of the Federal Employees Health Benefits Act of 1959 (5 U.S.C. 3002) is amended by adding at the end thereof the following new subsection:

“(f) Persons employed by the county committees established pursuant to section 8 (b) of the Soil Conservation and

1 Domestic Allotment Act (16 U.S.C. 590h (b)) may, in such
2 manner and under such conditions of eligibility as the Com-
3 mission by regulation may prescribe, enroll in an approved
4 health benefits plan described in section 4 either as an indi-
5 vidual or for self and family, under the same terms and
6 conditions as apply to other employees who are eligible to
7 enroll in such a plan under this Act. The Secretary of
8 Agriculture is authorized and directed to prescribe and issue
9 such regulations as may be necessary to provide a means of
10 effecting the application and operation of the provisions of
11 this subsection with respect to such persons.”

12 EMPLOYEES IN THE JUDICIAL BRANCH

13 SEC. 116. (a) The rates of basic compensation of officers
14 and employees in or under the judicial branch of the Gov-
15 ernment whose rates of compensation are fixed by or pur-
16 suant to paragraph (2) of subdivision a of section 62 of the
17 Bankruptcy Act (11 U.S.C. 102 (a) (2)), section 3656 of
18 title 18 of the United States Code, the third sentence of
19 section 603, section 604 (a) (5), or sections 672 to 675,
20 inclusive, of title 28 of the United States Code, or section
21 107 (a) (6) of the Act of July 31, 1956, as amended (5
22 U.S.C. 2206 (a) (6)), are hereby increased by amounts
23 equal to the increases provided by section 612 of this part in
24 corresponding rates of compensation paid to officers and em-
25 ployees subject to the Classification Act of 1949, as amended.

1 (b) The limitations provided by applicable law on the
2 effective date of this section with respect to the aggregate
3 salaries payable to secretaries and law clerks of circuit and
4 district judges are hereby increased by the amounts necessary
5 to pay the additional basic compensation provided by this
6 part.

7 (c) Section 753 (e) of title 28 of the United States
8 Code (relating to the compensation of court reporters for
9 district courts) is amended by striking out "\$7,095" and in-
10 serting in lieu thereof "\$7,630".

11 EMPLOYEES IN THE LEGISLATIVE BRANCH

12 SEC. 117. (a) Each officer and employee in or under the
13 legislative branch of the Government whose rate of compen-
14 sation is increased by section 5 of the Federal Employees
15 Pay Act of 1946 shall be paid additional compensation at the
16 rate of 7.5 per centum of his gross rate of compensation
17 (basic compensation plus additional compensation authorized
18 by law).

19 (b) The basic compensation of each employee in the
20 office of a Senator is hereby adjusted, effective on July 1,
21 1960, to the lowest multiple of \$60 which will provide a
22 gross rate of compensation not less than the gross rate such
23 employee was receiving immediately prior thereto, except
24 that the foregoing provisions of this subsection shall not
25 apply in the case of any employee if on or before the fifteenth

1 day following the date of enactment of this Act the Senator
2 by whom such employee is employed notifies the disbursing
3 office of the Senate in writing that he does not wish such
4 provisions to apply to such employee. In any case in which,
5 at the expiration of the time within which a Senator may
6 give notice under this subsection, such Senator is deceased
7 such notice shall be deemed to have been given.

8 (c) Notwithstanding the provision referred to in sub-
9 section (d), the rates of gross compensation of each of the
10 elected officers of the Senate (except the Presiding Officer of
11 the Senate), the Parliamentarian of the Senate, the Legisla-
12 tive Counsel of the Senate, the Senior Counsel in the Office
13 of the Legislative Counsel of the Senate, and the Chief Clerk
14 of the Senate are hereby increased by 7.5 per centum.

15 (d) The paragraph imposing limitations on basic and
16 gross compensation of officers and employees of the Senate
17 appearing under the heading "SENATE" in the Legislative
18 Appropriation Act, 1956 (69 Stat. 510; Public Law 242,
19 Eighty-fourth Congress), is amended to read as follows:

20 "No officer or employee whose compensation is dis-
21 bursed by the Secretary of the Senate shall be paid basic
22 compensation at a rate in excess of \$8,880 per annum, or
23 gross compensation at a rate in excess of \$17,525 per annum,
24 unless expressly authorized by law."

25 (e) The limitation on gross rate per hour per person

1 provided by applicable law on the effective date of this sec-
2 tion with respect to the folding of speeches and pamphlets
3 for the Senate is hereby increased by 7.5 per centum. The
4 amount of such increase shall be computed to the nearest
5 cent, counting one-half cent and over as a whole cent. The
6 provisions of subsection (a) of this section shall not apply
7 to employees whose compensation is subject to such limi-
8 tation.

9 (f) The official reporters of proceedings and debates of
10 the Senate and their employees shall be considered to be offi-
11 cers or employees in or under the legislative branch of the
12 Government within the meaning of subsection (a).

13 (g) Each officer or employee of the House of Repre-
14 sentatives, whose compensation is disbursed by the Clerk of
15 the House of Representatives and is not increased auto-
16 matically, or is not permitted to be increased administratively,
17 by reason of any other provision of this section, shall receive
18 additional compensation at the rate of 7.5 per centum of the
19 rate of his total annual compensation in effect immediately
20 prior to the effective date of this section.

21 (h) The limitations on gross rate per thousand and gross
22 rate per hour per person provided by applicable law on
23 the effective date of this section with respect to the folding
24 of speeches and pamphlets for the House of Representatives
25 are hereby increased by 7.5 per centum. The amount of

1 each such increase shall be computed to the nearest cent,
2 counting one-half cent and over as a whole cent.

3 (i) The additional compensation provided by this sec-
4 tion shall be considered a part of basic compensation for the
5 purposes of the Civil Service Retirement Act (5 U.S.C.
6 2251 and the following).

7 PART C—GENERAL PROVISIONS

8 AUTHORIZATION OF APPROPRIATIONS

9 SEC. 121. There are hereby authorized to be appro-
10 priated such sums as may be necessary to carry out the
11 provisions of this title and title II.

12 EFFECTIVE DATE

13 SEC. 122. The foregoing provisions of this title and the
14 provisions of section 201 shall become effective on the first
15 day of the first pay period which begins on or after July 1,
16 1960.

17 TITLE II—EXECUTIVE AND SUPERGRADE 18 POSITIONS

19 SEC. 201. The Federal Executive Pay Act of 1956 be
20 amended as follows:

21 (1) Section 106 (a) is amended by adding the follow-
22 ing new subparagraph after subparagraph (45) :

23 “(46) Legal adviser, solicitor, or general counsel of an
24 executive department (excluding the Department of Jus-
25 tice) ”.

1 (2) Section 106 (b) is amended by deleting the present
2 subparagraph (9) and by inserting in lieu thereof the fol-
3 lowing:

4 “(9) General counsel of a military department”.

5 SEC. 202. There shall be in the Department of Health,
6 Education, and Welfare an Administrative Assistant Secre-
7 tary of Health, Education, and Welfare who shall be ap-
8 pointed, with the approval of the President, by the Secretary
9 of Health, Education, and Welfare under the classified civil
10 service, who shall perform such duties as the Secretary shall
11 prescribe, and whose annual rate of basic compensation shall
12 be \$19,000.

13 SEC. 203. (a) Subsection (b) of section 505 of the
14 Classification Act of 1949, as amended, is amended (1) by
15 striking out “fourteen hundred and twenty-nine” and insert-
16 ing “fourteen hundred and nine”, (2) by striking out “three
17 hundred and seventy-one” and inserting “three hundred and
18 sixty-three”, and (3) by striking out “one hundred and fifty-
19 three” and inserting “one hundred and fifty-two”.

20 (b) Such section is further amended by adding at the
21 end thereof a new subsection as follows:

22 “(1) The Interstate Commerce Commission is author-
23 ized, subject to the standards and procedures prescribed by
24 this Act, to place a total of two positions in grade 18, ten
25 positions in grade 17, and thirteen positions in grade 16 of

- 1 the General Schedule. Such positions shall be in addition to
- 2 the number of positions authorized to be placed in such grades
- 3 by subsection (b)."

Passed the House of Representatives June 15, 1960.

Attest:

RALPH R. ROBERTS,

Clerk.

By: H. NEWLIN MEGILL.

October 10, 1944

AN VCL

H. B. 8883

October 10, 1944

Calendar No. 1655

86TH CONGRESS
2D SESSION

H. R. 9883

AN ACT

To adjust the rates of basic compensation of certain officers and employees of the Federal Government, and for other purposes.

JUNE 15, 1960

Received; read twice and ordered to be placed on the calendar

SALARY ADJUSTMENTS FOR FEDERAL EMPLOYEES

JUNE 15, 1960.—Ordered to be printed

Mr. JOHNSTON of South Carolina, from the Committee on Post Office and Civil Service, submitted the following

R E P O R T

[To accompany S. 3672]

The Committee on Post Office and Civil Service reports favorably an original bill having to do with salary adjustments for Federal employees, and for other purposes, and recommends that the bill do pass.

PURPOSE

The purpose of the bill is twofold:

1. Title 1 provides a 7½-percent salary increase for employees in the executive, judicial, and legislative branches of the Government.
2. Title 2 authorizes the establishment of certain additional super-grade positions and adjusts the relative relationship of a limited number of existing positions in order to maintain a proper balance in the areas concerned.

SALARY ADJUSTMENTS

Title 1 provides a general increase of 7½ percent in the pay of approximately 1½ million employees in the executive, judicial, and legislative branches of the Government. The bill carries out the traditional practice of treating these employees alike in matters of pay.

The employees whose pay would be adjusted by the bill consist of our postal workers and the scientific, professional, technical, administrative, and clerical personnel required to perform over 15,000 different occupational skills essential to the performance of the varied and far-flung functions of the Government. Less than 20 percent of the total are employed in the Washington area. The other 80 percent plus are employed in every State and county of the Nation and in many faraway outposts of the world.

The hearings held on this portion of the bill established conclusively that the compensation of the Government's white-collar employees has not kept pace with that of comparable employees in private industry.

Competent testimony was presented during public hearings on this portion of the bill to the effect that—

1. The Government is losing an alarming number of career engineers, scientists, and professional personnel to private industry because of an unfavorable competitive position with respect to compensation.

2. The most highly skilled are leaving the service and replacements are below the quality needed to maintain the standard of service desired.

3. More than a desirable number of employees—particularly postal workers—find it necessary to hold a second and even a third job in order to make ends meet.

4. Currently, one out of every six electronic, mechanical, and aeronautical engineering positions is vacant and similar shortages exist in other occupations.

5. Postal workers in our major cities (where most of such workers are concentrated) have fallen behind workers of comparable skills in private industry.

In light of these and other facts of an equally shocking nature, some members of the committee believe a higher increase than that provided by the bill is fully justified. However, in the interest of harmony and in the belief that an increase of modest proportions would stand a better chance of quick enactment, the 7½-percent across-the-board amount was agreed to.

EXECUTIVE POSITIONS

Title 2 makes three changes in the alinement of executive positions of the Government as follows:

1. The chief legal officers of the executive departments are given the same standing as assistant secretaries. As a result of this change, the salary of these officers would be increased from \$19,000 to \$20,000 a year.

2. The position of Administrative Assistant Secretary is established in the Department of Health, Education, and Welfare on the same basis as it exists in the other departments.

3. Five additional supergrade positions are authorized to be established in the Interstate Commerce Commission, which together with the 20 they now have will make a total of 25 such positions.

SUMMARY OF MAJOR PROVISIONS

TITLE I—POSTAL FIELD SERVICE EMPLOYEES

Short title

Section 101 provides a short title for the provisions of part A of title I—the “Postal Employees Salary Increase Act of 1960.”

Postal field service schedule

Section 102 provides for increases in the rates of per annum basic compensation of officers and employees subject to the postal field

service schedule contained in section 301(a) of the Postal Field Service Compensation Act of 1955, as amended (39 U.S.C. 971(a)) by amending such schedule to provide new permanent rates of per annum basic compensation. In general, these new rates represent increases of 7.5 percent in the existing per annum rates of basic compensation. These increases will become effective on the first day of the first pay period which begins on or after July 1, 1960.

1. In addition to the 7½-percent increase, an additional \$5 has been added to the base rate and the annual increments in the lower six levels of the postal field schedule. A similar adjustment has been made in the rural schedule in order that rural carriers will continue to receive the same rate of pay as city carriers with whom their pay has been traditionally alined.

Rural carrier schedule

Section 103(a) amends the rural carrier schedule to provide for an increase in the compensation of rural carriers corresponding to the increase accorded city letter carriers with whom the rural carrier on the 42-mile route traditionally is alined with respect to rates of compensation.

Section 103(b) amends section 302(c) of the Postal Field Service Compensation Act of 1955, as amended (39 U.S.C. 972(c)), which now provides that the Postmaster General may pay such additional compensation as he may determine to be fair and reasonable in each individual case to rural carriers serving heavily patronized routes not exceeding 61 miles in length, but that he may not pay additional compensation to a carrier serving such a route in an amount which would exceed \$5,165 during the period for which the temporary salary rates provided by the act approved May 27, 1958, as amended (39 U.S.C. 971-974) shall be in effect, or \$5,035 thereafter. Such temporary period will end immediately before the first day of the first pay period which begins in the calendar year 1961.

The amendment made by section 103(b) strikes out both the temporary \$5,165 limitation and the permanent \$5,035 limitation contained in existing law and inserts in lieu thereof language which provides that the Postmaster General may pay such additional compensation as he may determine to be fair and reasonable in each individual case to rural carriers serving heavily patronized routes not exceeding 61 miles in length, but that he may not pay additional compensation to a carrier serving such a route in an amount which, when added to the basic salary for the maximum step in the rural carrier schedule for the route served by such carrier, would increase the total compensation of such carrier to an amount in excess of the basic salary for the maximum step in the rural carrier schedule for a route 61 miles in length.

The increases in the rates of compensation provided for by section 103(a) and the maximum limitation on total compensation which may be paid to rural carriers serving heavily patronized routes provided for by section 103(b) will become effective on the first day of the first pay period which begins on or after July 1, 1960.

Fourth class office schedule

Section 104 provides for increases in the rates of per annum basic compensation of postmasters at post offices of the fourth class by

amending the fourth-class office schedule contained in section 303(a) of the Postal Field Service Compensation Act of 1955, as amended (39 U.S.C. 973), including the temporary salary rates provided by the act approved May 27, 1958 (72 Stat. 146), to provide new rates of per annum basic compensation for such postmasters. These new rates represent increases of 7.5 percent in the per annum rates of basic compensation of such postmasters. These increases will become effective on the first day of the first pay period which begins on or after July 1, 1960.

Related provisions covering postal field service employees

Section 105(a) repeals section 304(c) of the Postal Field Service Compensation Act of 1955, as amended (39 U.S.C. 974(c)). Such section 304(c) provides, in effect, that the temporary rates of per annum basic compensation for officers and employees covered by the postal field service schedule, the rural carrier schedule, and the Fourth-Class Office Schedule of such act, authorized by the act approved May 27, 1958 (39 U.S.C. 971-973), shall be in effect during a period which will end immediately before the first day of the first pay period which begins in the calendar year 1961. This provision for termination of such temporary rates of per annum basic compensation will no longer be necessary. The bill will replace the three schedules referred to (including the temporary salary rates contained therein under existing law) with a new postal field service schedule, rural carrier schedule, and fourth-class office schedule, each of which will be permanent and will become effective on the first day of the first pay period which begins on or after July 1, 1960.

Section 105(b) provides, in effect, that an increase in the rate of per annum basic compensation shall not be considered to be an "equivalent increase" in basic salary within the purview of section 401(a) of the Postal Field Service Compensation Act of 1955 (39 U.S.C. 981(a)). Such section 401(a) (which relates to automatic advancement by step increases for postal field service employees) provides that a step increase may be granted only if no "equivalent increase" in basic salary from any cause was received by an employee during the period of service on the basis of which such step increase otherwise would be granted.

Section 105(c) continues in effect the protection, provided by section 504 of the Postal Field Service Compensation Act of 1955 (39 U.S.C. 994), for certain postal field service employees against reduction of their former rates of compensation by reason of the operation of the postal field service classification and salary system provided by such act.

Certain postal field service employees have been enabled, pursuant to such section 504, to retain previously existing salary rates which are in excess of the respective maximum scheduled rates of the respective salary levels of the postal field service schedule, the rural carrier schedule, or the fourth-class office schedule, as the case may be, to which the positions of such employees have been allocated in the manner provided by the Postal Field Service Compensation Act of 1955. This "saved salary" protection is continued by the bill, which provides that the annual rate of basic salary of any officer or employee whose existing basic salary, by reason of the operation of section 504 of the Postal Field Service Compensation Act of 1955, is at a rate

between two scheduled rates or above the highest scheduled rate in the applicable schedule of rates will be increased by an amount equal to the amount of the increase made by title I of the committee amendment in the next lower salary rate in such schedule. For example, an employee whose position is ranked in salary level PFS-6, but whose existing rate of basic salary is above the maximum scheduled rate of such salary level, will receive the same amount of increase as provided for the per annum rate of step 7 of salary level PFS-6.

Section 105(d) provides that all of the provisions of such bill shall have the same force and effect within Guam as they will have within other possessions of the United States. Such section clarifies the intention that the provisions shall apply to Guam, notwithstanding the provision, contained in section 25(b) of the Organic Act of Guam (64 Stat. 391), that—

* * * no law of the United States hereafter enacted shall have any force or effect within Guam unless specifically made applicable by Act of the Congress either by reference to Guam by name or by reference to "possessions" * * *.

Part B—Government Employees Generally

Short title

Section 111 provides a short title for this part—the "Federal Employees Salary Increase Act of 1960."

Officers and employees under the Classification Act of 1949

Section 112(a) provides for increases in the rates of per annum basic compensation of officers and employees subject to the Classification Act of 1949, as amended, by amending the compensation schedule contained in section 603(b) of such act, as amended, to provide new rates of per annum basic compensation. These new rates represent increases in per annum basic compensation of 7.5 percent. These increases will become effective on the first day of the first pay period which begins on or after July 1, 1960.

Rules for initial adjustment of basic compensation increases under Classification Act of 1949

Section 112(b) sets forth rules for the initial adjustment of the rates of basic compensation of those officers and employees to whom section 612(a) applies to the new rates of basic compensation in the schedule amended by section 112(a).

Paragraph (1) applies to each officer or employee who is receiving basic compensation, immediately prior to the effective date, at one of the scheduled rates or longevity rates of a grade of the general schedule of the Classification Act of 1949, as amended. Such officer or employee will receive a new rate of basic compensation at the corresponding scheduled rate or longevity rate in effect on and after such effective date.

Paragraph (2) applies to each officer or employee who is receiving basic compensation, immediately prior to the effective date, at a rate between two scheduled rates or two longevity rates, or at a rate between a scheduled rate and a longevity rate, of a grade of the general schedule of the Classification Act of 1949, as amended. Such officer or employee will receive a new rate of basic compensation at the higher of the two corresponding rates in effect on and after such effective date.

Paragraph (3) applies to each officer or employee (other than an officer or employee to whom par. (4) applies) who is receiving basic compensation, immediately prior to the effective date, at a rate in excess of the maximum longevity rate of his grade, or at a rate in excess of the maximum scheduled rate of his grade (if there is no longevity rate for his grade), of the Classification Act of 1949, as amended. Such officer or employee will receive a new rate of basic compensation at a rate equal to the rate which he received immediately prior to such effective date, increased by an amount equal to the amount of the increase made by section 112(a) in the maximum longevity rate, or in the maximum scheduled rate, as the case may be, of his grade of the Classification Act of 1949, as amended. This new rate which he will receive will remain in effect until he leaves his position or until he becomes entitled to receive basic compensation at a higher rate by reason of the operation of the Classification Act of 1949, as amended. However, when his position becomes vacant, the rate of basic compensation of any later appointee to such position will be fixed in accordance with applicable provisions of the Classification Act of 1949, as amended.

Paragraph (4) applies to each officer or employee who is receiving immediately prior to the effective date pursuant to paragraph (4) of section 2(b) of the Federal Employees Salary Increase Act of 1955, an existing aggregate rate of compensation, determined under section 208(b) of the act of September 1, 1954 (68 Stat. 1111; Public Law 763, 83d Cong.), plus the amount of the increase provided by section 2 of the Federal Employees Salary Increase Act of 1955 and by section 2 of the Federal Employees Salary Increase Act of 1958. Such officer or employee will receive an aggregate rate of compensation equal to the sum of (1) his existing aggregate rate of compensation determined under the savings provisions of section 208(b) of the act of September 1, 1954, referred to above, and (2) the amount of the increase provided by section 2 of the Federal Employees Salary Increase Act of 1955, and (3) the amount of the increase provided by section 2 of the Federal Employees Salary Increase Act of 1958, and (4) the amount of the increase made by section 112 of this bill in the maximum longevity rate of his grade. This rate will remain in effect for such officer or employee until he leaves his position or until he is entitled to receive aggregate compensation at a higher rate by reason of the operation of title I of the bill or any other law. However, when the position becomes vacant, the aggregate rate of compensation of any later appointee thereto will be fixed in accordance with applicable provisions of law. Paragraph (4) also contains a provision to the effect that, subject to the possibility that any such officer or employee may leave his position or may become entitled to aggregate compensation at an even higher rate, the amount of the increase provided by section 112 is to be held and considered, for the savings purposes of section 208(b) of the act of September 1, 1954, to constitute a part of the existing aggregate rate of compensation of the officer or employee.

Officers and employees subject to the Foreign Service Act of 1946

Section 113 provides for comparable increases in the per annum rates of salary of certain officers and employees subject to the Foreign Service Act of 1946.

Officers and employees in the department of medicine and surgery in the Veterans' Administration

Section 114 provides for increases in the per annum rates of salary for officers and employees in the Department of Medicine and Surgery in the Veterans' Administration set forth in chapter 73 of title 38 of the United States Code.

Agricultural stabilization and conservation county committee employees

Section 115(a) provides for increases in the rates of per annum compensation of persons employed by the county committees established pursuant to section 8(b) of the Soil Conservation and Domestic Allotment Act (16 U.S.C. 590h(b)). These increases will be in amounts equal, so far as is practicable, to the increases provided for corresponding rates of compensation applicable to other classes of employees covered by the bill.

The individuals whose rates of compensation will be increased by section 115(a) are engaged in the performance of Federal functions under the jurisdiction of the U.S. Department of Agriculture in carrying out programs authorized by the Soil Conservation and Domestic Allotment Act. Their existing rates of compensation are established administratively, subject to approval by officials of the Department of Agriculture, in a salary schedule which is patterned in general along the lines of the general schedule of the Classification Act of 1949, as amended, except that the salary schedule for such employees consists of only 10 grades.

Section 115(b)(1) extends the coverage of the Civil Service Retirement Act, as amended (5 U.S.C. 2252), to persons employed by the county committees established pursuant to section 8(b) of the Soil Conservation and Domestic Allotment Act. This extension of coverage of the Civil Service Retirement Act is subject to three specific requirements.

Under the first such requirement, the Secretary of Agriculture is directed to prescribe and issue appropriate regulations to provide a means of effecting the application and operation of the Civil Service Retirement Act with respect to the persons brought within coverage of such act by the committee amendment.

Under the second requirement, the U.S. Civil Service Commission is directed to accept the certification of the Secretary of Agriculture or his designee with respect to service rendered by the county committee employees, prior to the effective date of the committee amendment, which is creditable for purposes of the Civil Service Retirement Act.

Under the third such requirement, service rendered by any such county committee employee before the effective date of the committee amendment may be included in computing total creditable service for purposes of the Civil Service Retirement Act only if (1) the employee has to his credit at least 5 years of allowable service under such act (including service allowable under the committee amendment) and (2) within 2 years after the effective date of the committee amendment the employee deposits in the civil service retirement and disability fund, with interest, a sum equal to the total of the amounts which would have been deducted from his salary, during the period of service for which civil service retirement credit is claimed, had he been subject to the Civil Service Retirement Act during such period. In-

terest on such deposits shall be computed at the rates of 4 percent per annum to December 31, 1947, and 3 percent per annum thereafter, compounded on December 31 of each year.

Section 115(b)(2) provides that civil service retirement annuity benefits provided for by section 115(b) shall be paid from the civil service retirement and disability fund notwithstanding any other provision of law. This specific authorization is necessary to carry out the intent of section 115(b) that the annuity benefits granted thereby shall be paid from the fund without regard to any existing law which requires, as a condition precedent to the payment of any benefits from the fund, an appropriation to reimburse the fund for the cost of such benefits.

Section 115(c) extends the coverage of the Federal Employees' Group Life Insurance Act of 1954, as amended (5 U.S.C. 2091), to persons employed by the county committees established pursuant to section 8(b) of the Soil Conservation and Domestic Allotment Act—that is, the persons for whom salary increases and retirement benefits are provided by subsections (a) and (b) of section 115. This extension of coverage—provided by an amendment which adds a new subsection (d) at the end of section 2 of the Federal Employees' Group Life Insurance Act of 1954, as amended—is authorized under such conditions of eligibility as the U.S. Civil Service Commission by regulation may prescribe, and the Secretary of Agriculture is required to prescribe and issue appropriate regulations to provide a means of effecting the application and operation of the new subsection (d) of section 2 of the Federal Employees' Group Life Insurance Act of 1954 with respect to such persons.

Section 115(d) extends the coverage of the Federal Employees Health Benefits Act of 1959 (5 U.S.C. 3002), to persons employed by the county committees established pursuant to section 8(b) of the Soil Conservation and Domestic Allotment Act—that is, the persons for whom salary increases and retirement and life insurance coverage are provided by subsections (a), (b), and (c) of section 205 of the committee amendment. This extension of coverage—provided by an amendment which adds a new subsection (f) at the end of section 3 of the Federal Employees Health Benefits Act of 1959—is authorized under such conditions of eligibility as the U.S. Civil Service Commission by regulation may prescribe, and the Secretary of Agriculture is required to prescribe and issue appropriate regulations to provide a means of effecting the application and operation of the new subsection (f) of section 3 of the Federal Employees Health Benefits Act of 1959 with respect to such persons.

The salary increases and the extension of the civil service retirement, Federal employees' group life insurance, and Federal employees health benefit programs, will become effective on the first day of the first pay period of the employees concerned which begins on or after July 1, 1960.

Officers and employees in the judicial branch of the Government

Section 116 of the bill provides for increases in the rates of basic compensation of certain officers and employees in the judicial branch of the Government in amounts which are equal to the increases provided for officers and employees subject to the Classification Act of 1949.

Section 116(a) of the bill extends these increases to the following officers and employees in the judicial branch:

(1) Clerical, stenographic, and other assistants of the referees in bankruptcy whose respective rates of compensation are fixed by the Director of the Administrative Office of the U.S. Courts under paragraph (2) of subdivision a of section 62 of the Bankruptcy Act (11 U.S.C. 102(a)(2));

(2) Probation officers and clerical help whose salaries are fixed by the Director of the Administrative Office of the U.S. Courts under section 3656 of title 18 of the United States Code;

(3) Employees of the Administrative Office of the U.S. Courts whose respective rates of compensation are fixed in accordance with the Classification Act of 1949 by the Director of such Office under the third sentence of section 603 of title 28 of the United States Code;

(4) Clerks of courts, deputies, librarians, criers, messengers, law clerks, secretaries, stenographers, clerical assistants, and other employees of the courts whose respective rates of compensation are fixed by the Director of the Administrative Office of the U.S. Courts, under the supervision and direction of the Judicial Conference of the United States, under authority of section 604(a)(5) of title 28 of the United States Code;

(5) The Marshal of the Supreme Court of the United States whose compensation is fixed by such Court under section 672 of title 28 of the United States Code and necessary assistants and other employees to attend such Court whose respective rates of compensation are fixed by the Marshal under such section;

(6) The Reporter of the Supreme Court of the United States whose compensation is fixed by such Court under section 673 of title 28 of the United States Code and professional and clerical assistants and other employees whose respective rates of compensation are fixed by such Reporter, with the approval of such Court or the Chief Justice of the United States, under such section;

(7) The librarian of the Supreme Court of the United States whose salary is fixed by such Court under section 674 of title 28 of the United States Code and assistants to the librarian whose respective rates of compensation are fixed by such librarian, with the approval of the Chief Justice of the United States, under such section;

(8) Law clerks and secretaries to the Chief Justice and Associate Justices of the Supreme Court of the United States whose respective salaries are fixed by such Court under section 675 of title 28 of the United States Code.

(9) The Deputy Director of the Administrative Office of the U.S. Courts whose annual rate of compensation is prescribed by section 107(a)(6) of the act of July 31, 1956, as amended (5 U.S.C. 2206(a)(6)).

Section 116(b) provides comparable increases in the compensation of secretaries and law clerks of Federal circuit and district judges.

Section 116(c) increases the maximum limitation on the annual salaries of court reporters of the district courts of the United States, the U.S. District Court for the District of the Canal Zone, the District Court of Guam, and the District Court of the Virgin Islands. This limitation is increased from \$7,095 to \$7,625. Such increase in maxi-

imum annual salary limitation will enable the Judicial Conference of the United States in its discretion to grant appropriate increases in the rates of annual salaries of such court reporters.

Officers and employees in the legislative branch of the Government

Section 117 provides for increases of 7.5 percent in the rates of annual compensation of certain officers and employees in or under the legislative branch of the Government.

Section 117 (a) provides for such 7.5-percent increases in the compensation of legislative officers and employees whose rates of compensation are increased by section 5 of the Federal Employees Pay Act of 1946. This includes each officer or employee whose aggregate rate of compensation comprises a rate of basic compensation fixed in accordance with law or resolution plus additional compensation provided by the several salary increase acts or resolutions enacted or adopted during or since 1946.

Section 117(b), which relates solely to employees in the offices of Senators, provides that the basic compensation of each employee in the office of a Senator shall be adjusted, effective on the 1st day of July 1960, to the lowest multiple of \$60 which will provide a gross rate of compensation which is not less than the gross rate such employee was receiving immediately prior to such date. This provision, however, will not apply to any such employee if, on or before the 15th day following the date of enactment of the bill, the Senator by whom such employee is employed notifies the disbursing office of the Senate in writing that he does not wish this provision to apply to such employee.

Section 117(c) increases by 7.5 percent the aggregate or gross annual rates of compensation of the following officers and employees of the Senate:

- (1) each of the elected officers of the Senate (except the Presiding Officer of the Senate);
- (2) the Parliamentarian of the Senate;
- (3) the Legislative Counsel of the Senate;
- (4) the senior counsel in the Office of the Legislative Counsel of the Senate; and
- (5) the Chief Clerk of the Senate.

Section 117(d) amends the provision contained in the Legislative Appropriation Act, 1956, which now provides that no officer or employee whose compensation is disbursed by the Secretary of the Senate shall be paid basic compensation at a rate in excess of \$8,880 per annum or gross compensation at a rate in excess of \$16,300 per annum, unless otherwise expressly authorized by law. The amendment made by section 117(d) changes the limitation on gross compensation from \$16,300 to \$17,525.

Section 117(e) increases the gross rate per hour of employees of the Senate folding room by 7.5 per centum.

Section 117(f) provides that the official reporters of proceedings and debates of the Senate and their employees shall be considered to be officers or employees in or under the legislative branch of the Government within the meaning of section 117(a). Section 117(f) brings such reporters and employees within the classes of individuals who will receive increases in compensation under section 117(a).

Section 117(g) provides that each officer or employee of the House of Representatives, whose compensation is disbursed by the Clerk

of the House of Representatives and is not increased automatically, or is not permitted to be increased administratively, by any other provision of section 117, shall receive additional compensation at the rate of 7.5 percent of his total per annum compensation in effect immediately prior to the effective date of section 117. Section 117(g) has no application with respect to the Senate.

Section 117(h) increases by 7.5 percent the maximum limitations on the compensation of House folding room employees. The annual appropriation acts for the legislative branch, in making appropriations for each fiscal year for folding speeches and pamphlets for the House of Representatives, have provided two kinds of limitations with respect to the payment of compensation for such folding activities. These limitations are on the gross rate payable per thousand of matter folded for the House and on the gross rate payable per hour to each person engaged in such folding activities for the House.

Section 117(i) provides that the additional compensation provided by section 117 shall be considered a part of basic compensation for purposes of the Civil Service Retirement Act (5 U.S.C. 2251 and following). Such additional compensation, therefore, will be subject to retirement deductions.

Authorization of appropriations

Section 121 authorizes the appropriation of such amounts as may be necessary to carry out the provisions of the bill.

Effective date

Section 122, which is effective on the date of enactment of the bill, provides that the other provisions of the bill will become effective on the first day of the first pay period which begins on or after July 1, 1960.

TITLE II—EXECUTIVE POSITIONS

Section 201 amends the Federal Executive Pay Act of 1956 so as to give the Legal Adviser, Solicitor, or General Counsel of an executive department (excluding the Department of Justice) the same standing and pay as an Assistant Secretary.

Section 202 creates in the Department of Health, Education, and Welfare the position of Administrative Assistant Secretary as now exists in the other executive departments.

Section 203 adds 5 supergrade positions to the 20 such positions now established in the Interstate Commerce Commission. The total of 25 are authorized direct thus the allocation to the Civil Service Commission from which the present authorization of 20 is taken is reduced accordingly.

CHANGES IN EXISTING LAW

Compliance with subsection 4 of rule XXIX of the Standing Rules of the Senate has been omitted inasmuch as it is necessary, in the opinion of the committee, to dispense with the requirements of such subsection to expedite the business of the Senate.

Calendar No. 1652

86TH CONGRESS
2D SESSION

S. 3672

[Report No. 1590]

IN THE SENATE OF THE UNITED STATES

JUNE 15, 1960

Mr. JOHNSTON of South Carolina, from the Committee on Post Office and Civil Service, reported the following bill; which was read twice and ordered to be placed on the calendar

A BILL

To adjust the rates of basic compensation of certain officers and employees of the Federal Government, and for other purposes.

1 *Be it enacted by the Senate and House of Representa-*
2 *tives of the United States of America in Congress assembled,*

3 TITLE I—SALARY ADJUSTMENTS FOR

4 GOVERNMENT EMPLOYEES

5 PART A—POSTAL FIELD SERVICE EMPLOYEES

6 SHORT TITLE

7 SEC. 101. This part may be cited as the “Postal Em-
8 ployees Salary Increase Act of 1960”.

1 POSTAL FIELD SERVICE SCHEDULE

2 SEC. 102. The Postal Field Service Schedule contained
3 in section 301 (a) of the Postal Field Service Compensation
4 Act of 1955, as amended (72 Stat. 145, 215; 39 U.S.C.
5 971 (a)), is amended to read as follows:

"POSTAL FIELD SERVICE SCHEDULE							
Level	Per annum rates and steps						
	1	2	3	4	5	6	7
1-----	\$3,415	\$3,545	\$3,675	\$3,805	\$3,935	\$4,065	\$4,195
2-----	3,670	3,805	3,940	4,075	4,210	4,345	4,480
3-----	3,955	4,100	4,245	4,390	4,535	4,680	4,825
4-----	4,345	4,505	4,665	4,825	4,985	5,145	5,305
5-----	4,605	4,765	4,925	5,085	5,245	5,405	5,565
6-----	4,975	5,150	5,325	5,500	5,675	5,850	6,025
7-----	5,370	5,555	5,740	5,925	6,110	6,295	6,480
8-----	5,790	5,995	6,200	6,405	6,610	6,815	7,020
9-----	6,255	6,480	6,705	6,930	7,155	7,380	7,605
10-----	6,870	7,110	7,350	7,590	7,830	8,070	8,310
11-----	7,560	7,820	8,080	8,340	8,600	8,860	9,120
12-----	8,320	8,605	8,890	9,175	9,460	9,745	10,030
13-----	9,160	9,470	9,780	10,090	10,400	10,710	11,020
14-----	10,075	10,410	10,745	11,080	11,415	11,750	12,085
15-----	11,075	11,440	11,805	12,170	12,535	12,900	13,265
16-----	12,205	12,570	12,935	13,300	13,665	14,030	14,395
17-----	13,505	13,870	14,235	14,600	14,965	15,330	15,695
18-----	15,165	15,525	15,885	16,245	16,605	16,965	16,965
19-----	16,585	16,945	17,095				
20-----	17,200						"

6 RURAL CARRIER SCHEDULE

7 SEC. 103. (a) The Rural Carrier Schedule contained
8 in section 302 (a) of such Act, as amended (72 Stat. 145;
9 39 U.S.C. 972 (a)), is amended to read as follows:

"RURAL CARRIER SCHEDULE							
	Per annum rates and steps						
	1	2	3	4	5	6	7
Carriers in rural delivery service:							
Fixed compensation per annum...	\$2,053	\$2,132	\$2,211	\$2,290	\$2,369	\$2,448	\$2,527
Compensation per mile per annum for each mile up to 30 miles of route	71	73	75	77	79	81	83
For each mile of route over 30 miles	24	24	24	24	24	24	24
Temporary carriers in rural delivery service on routes to which no regular carrier is assigned:							
Fixed compensation per annum...	2,053						
Compensation per mile per annum for each mile up to 30 miles of route	71						
For each mile of route over 30 miles	24						
Temporary carriers in rural delivery service on routes having regular carriers absent without pay or on military leave	(1)	(1)	(1)	(1)	(1)	(1)	(1)
Substitute carriers in rural delivery service on routes having carriers absent with pay	(1)	(1)	(1)	(1)	(1)	(1)	(1)

1 Basic compensation authorized for the regular carrier."

(b) Section 302 (c) of such Act, as amended (69 Stat. 119, 72 Stat. 145; 39 U.S.C. 972 (c)), is amended by striking out “\$5,165 during the period referred to in section 304 (c) or \$5,035 thereafter” and inserting in lieu thereof “the basic salary for the maximum step in the Rural Carrier Schedule for a route sixty-one miles in length”.

FOURTH-CLASS OFFICE SCHEDULE

SEC. 104. The Fourth-Class Office Schedule contained in section 303 (a) of such Act, as amended (72 Stat. 146; 39 U.S.C. 973 (a)), is amended to read as follows:

“FOURTH-CLASS OFFICE SCHEDULE

Gross receipts	Per annum rates and steps						
	1	2	3	4	5	6	7
\$1,300 to \$1,499.99.....	\$2, 979	\$3, 078	\$3, 177	\$3, 276	\$3, 375	\$3, 474	\$3, 573
\$900 to \$1,299.99.....	2, 730	2, 820	2, 910	3, 000	3, 090	3, 180	3, 270
\$600 to \$899.99.....	2, 234	2, 309	2, 384	2, 459	2, 534	2, 609	2, 684
\$350 to \$599.99.....	1, 737	1, 794	1, 851	1, 908	1, 965	2, 022	2, 079
\$250 to \$349.99.....	1, 242	1, 282	1, 322	1, 362	1, 402	1, 442	1, 482
\$200 to \$249.99.....	993	1, 025	1, 057	1, 089	1, 121	1, 153	1, 185
\$100 to \$199.99.....	745	769	793	817	841	865	889
Under \$100.....	495	511	527	543	559	575	591”

11 RELATED PROVISIONS COVERING POSTAL FIELD SERVICE

12 EMPLOYEES

13 SEC. 105. (a) Section 304 (c) of such Act, as amended
14 (72 Stat. 146; 39 U.S.C. 974 (c)), is hereby repealed.

15 (b) Section 401 of such Act, as amended (39 U.S.C.
16 981), is amended by adding at the end thereof the follow-
17 ing subsection:

18 “(d) Any increase in basic salary granted by law on
19 or after the effective date of this subsection shall not be

1 deemed to be an equivalent increase in basic salary within
2 the meaning of subsection (a) of this section.”

3 (c). The annual rate of basic salary of any officer or
4 employee whose basic salary, immediately prior to the effec-
5 tive date of this subsection, is at a rate between two scheduled
6 rates, or above the highest scheduled rate, in the Postal Field
7 Service Schedule, the Rural Carrier Schedule, or the Fourth-
8 Class Office Schedule, whichever may be applicable, is hereby
9 increased by an amount equal to the amount of the increase
10 made by this part in the next lower rate of the appropriate
11 level in such schedule. As used in this subsection, the term
12 “basic salary” has the same meaning as when used in the
13 Postal Field Service Compensation Act of 1955.

14 (d) This part shall have the same force and effect
15 within Guam as within other possessions of the United States.

16 PART B—GOVERNMENT EMPLOYEES

17 GENERALLY

18 SHORT TITLE

19 SEC. 111. This part may be cited as the “Federal Em-
20 ployees Salary Increase Act of 1960”.

SALARY INCREASE FOR EMPLOYEES SUBJECT TO

CLASSIFICATION ACT OF 1949

SEC. 112. (a) Section 603 (b) of the Classification Act of 1949, as amended (72 Stat. 203; 5 U.S.C. 1113 (b)), is amended to read as follows:

“(b) The compensation schedule for the General Schedule shall be as follows:

“Grade	Per annum rates					
GS-1-----	\$3,185	\$3,290	\$3,395	\$3,500	\$3,605	\$3,710
GS-2-----	3,500	3,605	3,710	3,815	3,920	4,025
GS-3-----	3,760	3,865	3,970	4,075	4,180	4,285
GS-4-----	4,040	4,145	4,250	4,355	4,460	4,565
GS-5-----	4,345	4,510	4,675	4,840	5,005	5,170
GS-6-----	4,830	4,995	5,160	5,325	5,490	5,655
GS-7-----	5,355	5,520	5,685	5,850	6,015	6,180
GS-8-----	5,885	6,050	6,215	6,380	6,545	6,710
GS-9-----	6,435	6,600	6,765	6,930	7,095	7,260
GS-10-----	6,995	7,160	7,325	7,490	7,655	7,820
GS-11-----	7,560	7,820	8,080	8,340	8,600	8,860
GS-12-----	8,955	9,215	9,475	9,735	9,995	10,255
GS-13-----	10,635	10,895	11,155	11,415	11,675	11,935
GS-14-----	12,210	12,470	12,730	12,990	13,250	13,510
GS-15-----	13,730	14,055	14,380	14,705	15,030	-----
GS-16-----	15,255	15,515	15,775	16,035	16,295	-----
GS-17-----	16,530	16,790	17,050	17,310	17,570	-----
GS-18-----	18,500	-----	-----	-----	-----	-----”

(b) The rates of basic compensation of officers and employees to whom this section applies shall be initially adjusted as follows:

(1) If the officer or employee is receiving basic compensation immediately prior to the effective date of this section at one of the scheduled or longevity rates of a grade in the General Schedule of the Classification Act of 1949, as amended, he shall receive a rate of basic compensation at the corresponding scheduled or longevity rate in effect on and after such date.

1 (2) If the officer or employee is receiving basic com-
2 pensation immediately prior to the effective date of this sec-
3 tion at a rate between two scheduled or two longevity rates,
4 or between a scheduled and a longevity rate, of a grade in
5 the General Schedule, he shall receive a rate of basic com-
6 pensation at the higher of the two corresponding rates in
7 effect on and after such date.

8 (3) If the officer or employee (other than an officer
9 or employee subject to paragraph (4) of this subsection),
10 immediately prior to the effective date of this section, is
11 receiving basic compensation at a rate in excess of the
12 maximum longevity rate of his grade, or in excess of the
13 maximum scheduled rate of his grade if there is no longevity
14 rate for his grade, he shall receive basic compensation at
15 a rate equal to the rate which he received immediately prior
16 to such effective date, increased by an amount equal to the
17 amount of the increase made by this section in the maximum
18 longevity rate, or the maximum scheduled rate, as the case
19 may be, of his grade until (A) he leaves such position, or
20 (B) he is entitled to receive basic compensation at a higher
21 rate by reason of the operation of the Classification Act of
22 1949, as amended; but, when his position becomes vacant,
23 the rate of basic compensation of any subsequent appointee

1 thereto shall be fixed in accordance with such Act, as
2 amended.

3 (4) If the officer or employee, immediately prior to the
4 effective date of this section, is receiving, pursuant to para-
5 graph (4) of section 2 (b) of the Federal Employees
6 Salary Increase Act of 1955, an existing aggregate rate of
7 compensation determined under section 208 (b) of the Act
8 of September 1, 1954 (68 Stat. 1111; Public Law 763,
9 Eighty-third Congress), plus the amount of the increase
10 provided by section 2 of the Federal Employees Salary In-
11 crease Act of 1955 and by section 2 of the Federal Em-
12 ployees Salary Increase Act of 1958, he shall receive an
13 aggregate rate of compensation equal to the sum of (A) his
14 existing aggregate rate of compensation determined under
15 such section 208 (b) of the Act of September 1, 1954, (B)
16 the amount of the increase provided by section 2 of the
17 Federal Employees Salary Increase Act of 1955, (C) the
18 amount of the increase provided by section 2 of the Federal
19 Employees Salary Increase Act of 1958, and (D) the
20 amount of the increase made by this section in the maximum
21 longevity rate of his grade, until (i) he leaves his position,
22 or (ii) he is entitled to receive aggregate compensation at a
23 higher rate by reason of the operation of this title or any

1 other provision of law; but, when such position becomes
 2 vacant, the aggregate rate of compensation of any subsequent
 3 appointee thereto shall be fixed in accordance with applicable
 4 provisions of law. Subject to clauses (i) and (ii) of
 5 the immediately preceding sentence of this paragraph, the
 6 amount of the increase provided by this section shall be held
 7 and considered for the purposes of section 208 (b) of such
 8 Act of September 1, 1954, to constitute a part of the existing
 9 aggregate rate of compensation of such employee.

10 EMPLOYEES SUBJECT TO THE FOREIGN SERVICE ACT OF

11

1946

12 SEC. 113. (a) The third sentence of section 412 of
 13 the Foreign Service Act of 1946, as amended (22 U.S.C.
 14 867), is amended by striking out "\$19,250" and inserting
 15 in lieu thereof "\$19,800".

16 (b) The fourth sentence of section 412 of such Act is
 17 amended to read as follows: "The per annum salaries of
 18 Foreign Service officers within each of the other classes shall
 19 be as follows:

"Class 1.....	\$17,250	\$17,650	\$18,050	\$18,450	\$18,850	\$19,250	\$19,650	-----
Class 2.....	14,900	15,255	15,610	15,965	16,320	16,675	17,030	-----
Class 3.....	12,535	12,890	13,245	13,600	13,955	14,310	14,665	-----
Class 4.....	10,645	10,945	11,245	11,545	11,845	12,145	12,445	-----
Class 5.....	8,755	9,055	9,355	9,655	9,955	10,255	10,555	-----
Class 6.....	7,215	7,455	7,695	7,935	8,175	8,415	8,655	-----
Class 7.....	6,035	6,215	6,395	6,575	6,755	6,935	7,115	-----
Class 8.....	5,085	5,265	5,445	5,625	5,805	5,985	6,165	\$6,345"

(c) The second sentence of section 415 of such Act (22 U.S.C. 870) is amended to read as follows: "The per annum rates of staff officers and employees within each class shall be as follows:

"Class 1.....	\$12,655	\$13, 30	\$13,405	\$13,780	\$14,155	-----	-----
Class 2.....	11,740	12,065	12,390	12,715	13,040	-----	-----
Class 3.....	10,785	11,095	11,405	11,715	12,025	-----	-----
Class 4.....	9,780	10,090	10,400	10,710	11,020	-----	-----
Class 5.....	9,025	9,285	9,545	9,805	10,065	\$10,325	-----
Class 6.....	8,270	8,500	8,730	8,960	9,190	9,420	-----
Class 7.....	7,515	7,745	7,975	8,205	8,435	8,665	-----
Class 8.....	6,760	6,990	7,220	7,450	7,680	7,910	-----
Class 9.....	6,005	6,235	6,465	6,695	6,925	7,155	-----
Class 10.....	5,500	5,690	5,880	6,070	6,260	6,450	\$6,640
Class 11.....	5,000	5,155	5,310	5,465	5,620	5,775	5,930
Class 12.....	4,495	4,650	4,805	4,960	5,115	5,270	5,425
Class 13.....	4,010	4,165	4,320	4,475	4,630	4,785	4,940
Class 14.....	3,550	3,705	3,860	4,015	4,170	4,325	4,480
Class 15.....	3,325	3,440	3,555	3,670	3,785	3,900	4,015
Class 16.....	3,095	3,175	3,255	3,335	3,415	3,495	3,575
Class 17.....	2,860	2,940	3,020	3,100	3,180	3,260	3,340
Class 18.....	2,640	2,720	2,800	2,880	2,960	3,040	3,120
Class 19.....	2,410	2,490	2,570	2,650	2,730	2,810	2,890
Class 20.....	2,180	2,260	2,340	2,420	2,500	2,580	2,660
Class 21.....	1,950	2,030	2,110	2,190	2,270	2,350	2,430
Class 22.....	1,720	1,800	1,880	1,960	2,040	2,120	2,200"

(d) Foreign Service officers, Reserve officers, and Foreign Service staff officers and employees who are entitled to receive basic compensation immediately prior to the effective date of this section at one of the step rates provided by section 412 or section 415 of the Foreign Service Act of 1946, shall receive basic compensation on or after the effective date of this section at the corresponding step rate as provided by such section 412 or 415 as amended by this section.

1 EMPLOYEES IN THE DEPARTMENT OF MEDICINE AND
2 SURGERY IN THE VETERANS' ADMINISTRATION

3 SEC. 114. (a) Section 4103 (b) of title 38 of the United
4 States Code, relating to the annual salary of the Chief
5 Medical Director of the Department of Medicine and Surgery
6 of the Veterans' Administration, is amended by striking out
7 "\$19,580" and inserting in lieu thereof "\$21,050".

8 (b) Section 4103 (c) of such title, relating to the an-
9 nual salary of the Deputy Chief Medical Director of the
10 Department of Medicine and Surgery of the Veterans' Ad-
11 ministration, is amended by striking out "\$18,480" and in-
12 serting in lieu thereof "\$19,870".

13 (c) Section 4103 (d) of such title, relating to the an-
14 nual salaries of the Assistant Chief Medical Directors and
15 the directors of service or chiefs of division of the Depart-
16 ment of Medicine and Surgery of the Veterans' Adminis-
17 tration, is amended—

18 (1) by striking out "\$17,380" and inserting in lieu
19 thereof "\$18,685"; and

20 (2) by striking out "\$14,545 minimum to \$16,500
21 maximum" and inserting in lieu thereof "\$15,640 mini-
22 mum to \$17,740 maximum".

23 (d) Section 4103 (e) of such title, relating to the annual
24 salaries of the Director of Nursing Service and the Deputy

1 Director of Nursing Service of the Department of Medicine
2 and Surgery of the Veterans' Administration, is amended—

3 (1) by striking out “\$12,770 minimum to \$13,970
4 maximum” and inserting in lieu thereof “\$13,730 min-
5 imum to \$15,030 maximum”; and

6 (2) by striking out “\$11,355 minimum to \$12,555
7 maximum” and inserting in lieu thereof “\$12,210 min-
8 imum to \$13,510 maximum”.

9 (e) Section 4103 (f) of such title, relating to the annual
10 salaries of the chief pharmacist, the chief dietitian, the chief
11 physical therapist, and the chief occupational therapist of
12 the Department of Medicine and Surgery of the Veterans'
13 Administration, is amended to read as follows:

14 “(f) The Administrator may appoint a chief pharma-
15 cist, a chief dietitian, a chief physical therapist, and a chief
16 occupational therapist. During the period of his service as
17 such, the chief pharmacist and the chief dietitian shall be
18 paid a salary of \$13,730 minimum to \$15,030 maximum a
19 year and the chief physical therapist and the chief occupa-
20 tional therapist shall be paid a salary of \$12,210 minimum
21 to \$13,510 maximum a year.”

22 (f) Section 4107 (a) of such title, relating to the maxi-
23 mum and minimum rates of annual salary of certain em-
24 ployees of the Medical Service, the Dental Service, and the

1 Nursing Service of the Department of Medicine and Surgery
2 of the Veterans' Administration, is amended to read as
3 follows:

4 **"§ 4107. Grades and pay scales**

5 " (a) The grades and per annum full-pay ranges for
6 positions provided in paragraph (1) of section 4104 of this
7 title shall be as follows:

8 "MEDICAL SERVICE

9 "Chief grade, \$13,730 minimum to \$15,030 maximum.

10 "Senior grade, \$12,210 minimum to \$13,510 maximum.

11 "Intermediate grade, \$10,635 minimum to \$11,935
12 maximum.

13 "Full grade, \$8,955 minimum to \$10,255 maximum.

14 "Associate grade, \$7,560 minimum to \$8,860 maximum.

15 "Junior grade, \$6,995 minimum to \$7,985 maximum.

16 "DENTAL SERVICE

17 "Chief grade, \$13,730 minimum to \$15,030 maximum.

18 "Senior grade, \$12,210 minimum to \$13,510 maximum.

19 "Intermediate grade, \$10,635 minimum to \$11,935
20 maximum.

21 "Full grade, \$8,955 minimum to \$10,255 maximum.

22 "Associate grade, \$7,560 minimum to \$8,860 maximum.

23 "Junior grade, \$6,995 minimum to \$7,985 maximum.

1 "NURSING SERVICE

2 "Assistant Director, \$8,955 minimum to \$10,255 maxi-
3 mum.

4 "Senior grade, \$7,560 minimum to \$8,860 maximum.

5 "Full grade, \$6,435 minimum to \$7,425 maximum.

6 "Associate grade, \$5,600 minimum to \$6,630 maximum.

7 "Junior grade, \$4,760 minimum to \$5,790 maximum.

8 "ADMINISTRATION

9 "(b) Notwithstanding any law, Executive order, or
10 regulation, the Administrator shall prescribe by regulation
11 the hours and conditions of employment and leaves of absence
12 of physicians, dentists, and nurses."

13 (g) Section 4108 (d) of such title, prescribing the maxi-
14 mum amount of pay and allowances of medical, surgical,
15 and dental specialists of the Department of Medicine and
16 Surgery of the Veterans' Administration, is amended to read
17 as follows:

18 "(d) Any person, rated as a medical, surgical, or dental
19 specialist under the provisions of this section, shall receive,
20 in addition to his basic pay, an allowance equal to 15 per
21 centum of such pay, but in no event shall the pay plus the
22 allowance authorized by this subsection exceed \$17,200 per
23 annum."

1 AGRICULTURAL STABILIZATION AND CONSERVATION
2 COUNTY COMMITTEE EMPLOYEES

3 SEC. 115. (a) The rates of compensation of persons
4 employed by the county committees established pursuant to
5 section 8 (b) of the Soil Conservation and Domestic Allot-
6 ment Act (16 U.S.C. 590h (b)) shall be increased by
7 amounts equal, as nearly as may be practicable, to the in-
8 creases provided by this title for corresponding rates of com-
9 pensation in the appropriate schedule or scale of pay.

10 (b) (1) Section 2 of the Civil Service Retirement Act,
11 as amended (5 U.S.C. 2252), is amended by adding at the
12 end thereof the following new subsection:

13 “(h) This Act shall apply to persons employed by the
14 county committees established pursuant to section 8 (b) of
15 the Soil Conservation and Domestic Allotment Act (16
16 U.S.C. 590h (b)), subject to the following requirements:

17 “(1) The Secretary of Agriculture is authorized
18 and directed to prescribe and issue such regulations as
19 may be necessary to provide a means of effecting the
20 application and operation of the provisions of this Act
21 with respect to such employees;

22 “(2) The Commission is authorized and directed to
23 accept the certification of the Secretary of Agriculture

1 or his designee with respect to service, for purposes
2 of this Act, rendered by such employees prior to the
3 effective date of this amendment; and

4 “(3) Service rendered prior to the effective date
5 of this amendment as an employee of a county com-
6 mittee established pursuant to section 8 (b) of the Soil
7 Conservation and Domestic Allotment Act (16 U.S.C.
8 590h (b)) shall be included in computing length of cred-
9 itable service for the purposes of this Act only (A) if
10 the employee has to his credit a total period of not less
11 than five years of allowable service under this Act (in-
12 cluding service allowable under this amendment) and
13 (B) if, within two years after the effective date of this
14 amendment, the employee shall have deposited with
15 interest at 4 per centum per annum to December 31,
16 1947, and 3 per centum per annum thereafter, com-
17 pounded on December 31 of each year, to the credit of
18 the fund, a sum equal to the aggregate of the amounts
19 which would have been deducted from his basic salary
20 during the period of service claimed under this para-
21 graph if during such period he had been subject to this
22 Act.”

23 (2) Notwithstanding any other provision of law, annuity

1 benefits under the Civil Service Retirement Act resulting from
2 the operation of this subsection shall be paid from the civil
3 service retirement and disability fund.

4 (c) Section 2 of the Federal Employees' Group Life
5 Insurance Act of 1954, as amended (5 U.S.C. 2091), is
6 amended by adding at the end thereof the following new sub-
7 section:

8 “(d) Persons employed by the county committees estab-
9 lished pursuant to section 8 (b) of the Soil Conservation and
10 Domestic Allotment Act (16 U.S.C. 590h (b)) shall, under
11 such conditions of eligibility as the Commission by regula-
12 tion may prescribe, come within the purview of this Act.
13 The Secretary of Agriculture is authorized and directed to
14 prescribe and issue such regulations as may be necessary to
15 provide a means of effecting the application and operation of
16 the provisions of this subsection with respect to such per-
17 sons.”

18 (d) Section 3 of the Federal Employees Health Bene-
19 fits Act of 1959 (5 U.S.C. 3002) is amended by adding at
20 the end thereof the following new subsection:

21 “(f) Persons employed by the county committees estab-
22 lished pursuant to section 8 (b) of the Soil Conservation and
23 Domestic Allotment Act (16 U.S.C. 590h (b)) may, in such
24 manner and under such conditions of eligibility as the Com-
25 mission by regulation may prescribe, enroll in an approved

1 health benefits plan described in section 4 either as an in-
2 dividual or for self and family, under the same terms and
3 conditions as apply to other employees who are eligible to
4 enroll in such a plan under this Act. The Secretary of
5 Agriculture is authorized and directed to prescribe and issue
6 such regulations as may be necessary to provide a means of
7 effecting the application and operation of the provisions of
8 this subsection with respect to such persons.”

9 EMPLOYEES IN THE JUDICIAL BRANCH

10 SEC. 116. (a) The rates of basic compensation of of-
11 ficers and employees in or under the judicial branch of the
12 Government whose rates of compensation are fixed by or pur-
13 suant to paragraph (2) of subdivision a of section 62 of the
14 Bankruptcy Act (11 U.S.C. 102 (a) (2)), section 3656 of
15 title 18 of the United States Code, the third sentence of
16 section 603, section 604 (a) (5), or sections 672 to 675,
17 inclusive, of title 28 of the United States Code, or section
18 107 (a) (6) of the Act of July 31, 1956, as amended (5
19 U.S.C. 2206 (a) (6)), are hereby increased by amounts equal
20 to the increases provided by section 612 of this part in cor-
21 responding rates of compensation paid to officers and em-
22 ployees subject to the Classification Act of 1949, as amended.

23 (b) The limitations provided by applicable law on the
24 effective date of this section with respect to the aggregate
25 salaries payable to secretaries and law clerks of circuit and

1 district judges are hereby increased by the amounts necessary
2 to pay the additional basic compensation provided by this
3 part.

4 (c) Section 753 (e) of title 28 of the United States
5 Code (relating to the compensation of court reporters for
6 district courts) is amended by striking out "\$7,095" and in-
7 serting in lieu thereof "\$7,630".

8 EMPLOYEES IN THE LEGISLATIVE BRANCH

9 SEC. 117. (a) Each officer and employee in or under
10 the legislative branch of the Government whose rate of com-
11 pensation is increased by section 5 of the Federal Employees
12 Pay Act of 1946 shall be paid additional compensation at
13 the rate of 7.5 per centum of his gross rate of compensation
14 (basic compensation plus additional compensation author-
15 ized by law).

16 (b) The basic compensation of each employee in the office
17 of a Senator is hereby adjusted, effective on July 1, 1960,
18 to the lowest multiple of \$60 which will provide a gross rate
19 of compensation not less than the gross rate such employee
20 was receiving immediately prior thereto, except that the fore-
21 going provisions of this subsection shall not apply in the case
22 of any employee if on or before the fifteenth day following the
23 date of enactment of this Act the Senator by whom such em-
24 ployee is employed notifies the disbursing office of the Senate
25 in writing that he does not wish such provisions to apply to

1 such employee. In any case in which, at the expiration of the
2 time within which a Senator may give notice under this sub-
3 section, such Senator is deceased such notice shall be deemed
4 to have been given.

5 (c) Notwithstanding the provision referred to in sub-
6 section (d), the rates of gross compensation of each of the
7 elected officers of the Senate (except the Presiding Officer of
8 the Senate), the Parliamentarian of the Senate, the Legisla-
9 tive Counsel of the Senate, the Senate Counsel in the Office
10 of the Legislative Counsel of the Senate, and the Chief Clerk
11 of the Senate are hereby increased by 7.5 per centum.

12 (d) The paragraph imposing limitations on basic and
13 gross compensation of officers and employees of the Senate
14 appearing under the heading "SENATE" in the Legislative
15 Appropriation Act, 1956 (69 Stat. 510; Public Law 242,
16 Eighty-fourth Congress), is amended to read as follows:

17 "No officer or employee whose compensation is dis-
18 bursed by the Secretary of the Senate shall be paid basic
19 compensation at a rate in excess of \$8,880 per annum, or
20 gross compensation at a rate in excess of \$17,525 per annum,
21 unless expressly authorized by law."

22 (e) The limitation on gross rate per hour per person
23 provided by applicable law on the effective date of this sec-
24 tion with respect to the folding of speeches and pamphlets
25 for the Senate is hereby increased by 7.5 per centum. The

1 amount of such increase shall be computed to the nearest
2 cent, counting one-half cent and over as a whole cent. The
3 provisions of subsection (a) of this section shall not apply
4 to employees whose compensation is subject to such
5 limitation.

6 (f) The official reporters of proceedings and debates of
7 the Senate and their employees shall be considered to be
8 officers or employees in or under the legislative branch of
9 the Government within the meaning of subsection (a).

10 (g) Each officer or employee of the House of Repre-
11 sentatives, whose compensation is disbursed by the Clerk of
12 the House of Representatives and is not increased auto-
13 matically, or is not permitted to be increased administra-
14 tively, by reason of any other provision of this section, shall
15 receive additional compensation at the rate of 7.5 per centum
16 of the rate of his total annual compensation in effect imme-
17 diately prior to the effective date of this section.

18 (h) The limitations on gross rate per thousand and gross
19 rate per hour per person provided by applicable law on
20 the effective date of this section with respect to the folding
21 of speeches and pamphlets for the House of Representatives
22 are hereby increased by 7.5 per centum. The amount of
23 each such increase shall be computed to the nearest cent,
24 counting one-half cent and over as a whole cent.

25 (i) The additional compensation provided by this sec-

tion shall be considered a part of basic compensation for the purposes of the Civil Service Retirement Act (5 U.S.C. 2251 and the following).

PART C—GENERAL PROVISIONS

AUTHORIZATION OF APPROPRIATIONS

SEC. 121. There are hereby authorized to be appropriated such sums as may be necessary to carry out the provisions of this title and title VII.

EFFECTIVE DATE

SEC. 122. The foregoing provisions of this title and the provisions of section 201 shall become effective on the first day of the first pay period which begins on or after July 1, 1960.

TITLE II—EXECUTIVE AND SUPERGRADE POSITIONS

SEC. 201. The Federal Executive Pay Act of 1956 is amended as follows:

(1) Section 106 (a) is amended by adding the following new subsection after subsection (45) :

“(46) Legal adviser, solicitor, or general counsel of an executive department (excluding the Department of Justice)”.

(2) Section 106 (b) is amended by deleting the present subsection (9) and by inserting in lieu thereof the following:

“(9) General counsel of a military department”.

1 SEC. 202. There shall be in the Department of Health,
2 Education, and Welfare an Administrative Assistant Secre-
3 tary of Health, Education, and Welfare who shall be ap-
4 pointed, with the approval of the President, by the Secretary
5 of Health, Education, and Welfare under the classified civil
6 service, who shall perform such duties as the Secretary shall
7 prescribe, and whose annual rate of basic compensation shall
8 be \$19,000.

9 SEC. 203. (a) Subsection (b) of section 505 of the
10 Classification Act of 1949, as amended, is amended (1) by
11 striking out "fourteen hundred and twenty-nine" and insert-
12 ing "fourteen hundred and nine", (2) by striking out "three
13 hundred and seventy-one" and inserting "three hundred and
14 sixty-three", and (3) by striking out "one hundred and fifty-
15 three" and inserting "one hundred and fifty-two".

16 (b) Such section is further amended by adding at the
17 end thereof a new subsection as follows:

18 "(1) The Interstate Commerce Commission is author-
19 ized, subject to the standards and procedures prescribed by
20 this Act, to place a total of two positions in grade 18, ten
21 positions in grade 17, and thirteen positions in grade 16 of
22 the General Schedule. Such positions shall be in addition to
23 the number of positions authorized to be placed in such
24 grades by subsection (b)."

A BILL

To adjust the rates of basic compensation of certain officers and employees of the Federal Government, and for other purposes.

By Mr. JOHNSTON of South Carolina

JUNE 15, 1960

Read twice and ordered to be placed on the calendar

House of Representatives

WEDNESDAY, JUNE 15, 1960

The House met at 12 o'clock noon.

The Chaplain, Rev. Bernard Braskamp, D.D., offered the following prayer:

II Corinthians 4: 11: *That the life of Jesus may be manifested in our mortal flesh.*

Most merciful and gracious God, with eager and earnest hearts we are invoking Thy blessing and dedicating ourselves anew unto Thee through the merits and mediations of our Lord and Saviour.

May the spirit of the lowly Man of Galilee, His love, His faith, His humility, His compassion be incarnated in us and become the sovereign and supreme reality in the mind and heart of humanity.

We humbly acknowledge that we so frequently fail to embody and express His spirit and do not make vivid and vital the beauty of His life which our character and conduct should reveal.

Grant that in these troublous and bewildered times we may manifest the influence that His spirit has upon us and have the courage to make greater trial of His way of life, trusting Thee as He did, loving our fellow men and seeking their welfare as He always did.

To Thy name we ascribe all the praise. Amen.

THE JOURNAL

The Journal of the proceedings of yesterday was read and approved.

CALL OF THE HOUSE

Mr. WILLIS. Mr. Speaker, I make the point of order that a quorum is not present.

The SPEAKER. Evidently a quorum is not present.

Mr. McCORMACK. Mr. Speaker, I move a call of the House.

A call of the House was ordered.

The Clerk called the roll, and the following Members failed to answer to their names:

[Roll No. 132]

Barden	Green, Oreg.	Powell
Bentley	Hollifield	Rivers, S.C.
Blatnik	Jensen	Short
Buckley	Kearns	Steed
Burdick	Loser	Taber
Carnahan	Mitchell	Taylor
Durham	Morris, Okla.	Teller
Fisher	Moulder	
Gray	Patman	

The SPEAKER. On this rollcall, 406 Members have answered to their names, a quorum.

By unanimous consent, further proceedings under the call were dispensed with.

SALARY INCREASES FOR POSTAL AND OTHER FEDERAL EMPLOYEES

The SPEAKER. The Chair recognizes the gentleman from Louisiana [Mr. THOMPSON].

Mr. THOMPSON of Louisiana. Mr. Speaker, pursuant to the unanimous-consent agreements of June 8 and 9, 1960, and clause 4, rule XXVII, I call up motion No. 6, to discharge the Committee on Rules from the further consideration of House Resolution 537, providing for the consideration of the bill H.R. 9883, to adjust the rates of basic compensation of certain officers and employees of the Federal Government, and for other purposes.

The SPEAKER. Did the gentleman sign the petition?

Mr. THOMPSON of Louisiana. I did, Mr. Speaker.

The SPEAKER. The Clerk will report the title of the resolution.

The Clerk read the title of the resolution.

The SPEAKER. Under the rule, the gentleman from Louisiana [Mr. THOMPSON] is recognized for 10 minutes; and if the gentleman from Kansas [Mr. REES] desires time, he will be recognized for 10 minutes.

Mr. THOMPSON of Louisiana. Mr. Speaker, I merely want to thank all Members on both sides of the aisle for having given consideration to the discharge petition. The petition is entirely within the bounds of the rules of the House. It is not uncommon that such a petition be passed by this body. It is a matter of great urgency that this matter be disposed of at the earliest possible moment.

We all know this is going to be a short session. We know, other than over this route that we have taken, that the Members have so graciously helped with, that these long-suffering people, these Federal employees, would not have been given the relief to which they are entitled.

I want to thank the members of the Committee on Post Office and Civil Service for having taken up and, in their own judgment, done what should be done to dispose of this matter satisfactorily. I do hope that we will vote on this in the shortest possible time, and that the House will give favorable consideration to the measure so that the other body may act upon it at the earliest date.

Mr. REES of Kansas. Mr. Speaker, I yield 5 minutes to the gentleman from Iowa [Mr. GROSS].

Mr. HALLECK. Mr. Speaker, a parliamentary inquiry.

The SPEAKER. The gentleman will state it.

Mr. HALLECK. I understood the gentleman from Kansas yielded 5 minutes to the gentleman from Iowa. Would that be within his rights?

The SPEAKER. The gentleman from Iowa is recognized for 5 minutes.

(Mr. GROSS asked and was given permission to revise and extend his remarks.)

Mr. THOMPSON of Louisiana. Mr. Speaker, a parliamentary inquiry.

The SPEAKER. Will the gentleman from Iowa yield for a parliamentary inquiry?

Mr. GROSS. I yield for that purpose, Mr. Speaker.

Mr. THOMPSON of Louisiana. The gentleman from Louisiana particularly wishes to know if he can still yield his remaining 5 minutes to the gentleman from Louisiana.

The SPEAKER. The gentleman has control of the remaining time.

Mr. GROSS. Mr. Speaker, I have been in Congress some 12 years and I do not recall at any time such highhanded action on the part of a committee as that demonstrated this morning in the House Committee on Post Office and Civil Service when the Morrison amendment was offered and adopted.

The gentleman from Louisiana [Mr. MORRISON] offered an amendment that makes drastic changes in the pending pay bill. Do not labor under the illusion that the amendment will provide the same bill to which you affixed your signatures on the discharge petition, even with the percentage figure changed from 9 to 7½ percent, because this is not the case. But let the gentleman from Louisiana [Mr. MORRISON], who railroaded what amounts to a new bill through the committee, explain the details if he can.

He offered his amendment and then immediately moved the previous question. There was no copy of his bill in my possession in the committee room and it was not until 12:30 that copies were made available on the House floor. This is the first opportunity I have had to read the amendment. There was no explanation whatsoever in the committee until after the vote had been taken which adopted the amendment. Then out of the goodness of the hearts of the majority, members were permitted to ask a few questions.

I reiterate that I have never witnessed more highhanded action on the part of a committee, especially in dealing with a \$700 million bill, and if I am reelected to the next Congress and go back on the Committee on Post Office and Civil Service next year I will remember the treatment accorded to some of us today. This method of operation in a committee of Congress is wrong and it is intolerable. It is injurious to the public welfare and does violence to orderly and sane procedure.

Mr. REES of Kansas. Mr. Speaker, I yield myself 5 minutes.

Mr. HOFFMAN of Michigan. Mr. Speaker, will the gentleman yield for a question?

Mr. REES of Kansas. I yield.

Mr. HOFFMAN of Michigan. Was the action taken today acceptable to the lobby that put across the signing of the discharge petition?

Mr. REES of Kansas. I have heard no complaint from the lobby so far.

Mr. HOFFMAN of Michigan. Is it acceptable to them now?

Mr. REES of Kansas. I did not ask them. They are not so far away, if the gentleman wants to make inquiry.

Mr. Speaker, this legislation is one of the biggest pieces of legislative manipulation I have seen in a long while. The Committee on Post Office and Civil Service held rather long hearings on a proposal whereby certain employees, the greater segment of them in the postal service, if that bill were passed would get about 23 percent. The others would have received from 16 to 15, to 14, down to 10 percent.

The committee held these hearings for quite a while, for several weeks. As a matter of fact, finally, when they closed the doors and considered the matter in executive session, the committee all at once decided by a majority vote to strike out the whole bill and just say in substance "give every employee in the Government a 9-percent increase in salary except for a \$350 minimum for postal and classified workers." That means everybody. It means the folks who work in your office who work on Capitol Hill. If you can find me a Government employee who is not included in the bill, let me know because the chairman himself when I asked him whether certain groups were in the bill, said that he was not sure and he said, "If they are not in, we will put them in." They took care of that. So, as I said a moment ago, there is a 9-percent increase for everybody. Just last Monday, the day before yesterday, I was informed of a meeting of the Committee on Post Office and Civil Service to consider an amendment to the bill because, as you know, this bill does not come in in the regular way. It comes to the floor of the House by a petition which, of course, Members have a right to do and 219 of them signed that petition and said that they wanted this bill considered. So last Monday a meeting was called, or ordered by our chairman to consider, and of course not in writing, a proposed increase to employees of 9 percent or to reduce the 9 percent to 7½ percent. So just a while ago, at 11 o'clock, they came up with the committee print on H.R. 9883 to be offered as a substitute. So this morning the substitute was approved by the committee. I have not had time to read it all. I read a part of it. I tried to get the chairman to read it to us, but there was not the time. So we got around to it and looked the thing over. It may be agreeable to all of you—I do not know. But, the committee changed the 9 percent to 7½ percent and leaving the bulk of postal employees at a little over 8 percent. Then they put in a few extra pieces of legislation. We put in about four or five new employees in the service in the higher grades. When you get through with this bill, you are going to spend something over \$700 million. You are going to get

to vote on it up or down, and that is all. If you want it—take it. You cannot amend it at all under the rule.

Mr. ARENDS. Mr. Speaker, will the gentleman yield?

Mr. REES of Kansas. I yield to the gentleman from Illinois.

Mr. ARENDS. Does the committee action this morning do more than change the 9 percent to 7½ percent?

Mr. REES of Kansas. Oh, yes, I think, perhaps, the author of the bill can explain that.

Mr. ARENDS. Certainly, we are entitled to know and we should know what is in the committee amendment. I hope the gentleman who is offering the committee amendment, although he has over the past weeks changed his position many times, will tell us what is in the committee amendment.

Mr. REES of Kansas. Speaking of changing positions, I can also tell you we did not get to vote on the first bill introduced at all when the committee first met in executive session. We did not even discuss the contents of the original bill. The thing was all stricken out except the enacting clause and we wrote a new measure providing for 9 percent across the board.

Mr. JOHANSEN. Mr. Speaker, will the gentleman yield?

Mr. REES of Kansas. I yield to the gentleman from Michigan.

Mr. JOHANSEN. I wonder if it is not true that the statement made by the gentleman from Illinois expresses a desire and a right of the House of Representatives, which was denied to the members of the committee this morning, namely, the right to know what was in the amendment.

Mr. REES of Kansas. We tried to find that out and it was voted down. We did not get to find out what was in the bill except in a general way. There are a good many changes, and I hope when the time comes the distinguished Member, the gentleman from Louisiana, the chairman, will fully explain the bill.

The SPEAKER. The time of the gentleman has expired.

Mr. THOMPSON of Louisiana. Mr. Speaker, I yield 6 minutes to the gentleman from Louisiana [Mr. MORRISON].

Mr. MORRISON. Mr. Speaker, since some remarks at the outset today were directed at me, I wish to state that this legislation was very carefully considered by our full committee for over 6 weeks. We took all due and deliberate time to work out just about every detail that any Member wanted to bring up concerning this bill. We finally reported out a bill providing increases of approximately 9 percent across the board with a \$350 annual minimum for postal and classified employees. That the bill as reported out was the one subject to the discharge petition. The committee voted by a ye-and-nay vote, and I believe that vote was 17 to 5 when it was voted out of our committee. The discharge petition carried 219 signatures.

A committee meeting was scheduled for today at 11 o'clock. I suggested to the chairman that perhaps it would be better to meet at 10, for I wanted to discuss my amendment fully. I gave the

chairman of our committee a copy of my amendment last night, approximately an hour after I had completed it. In the 2 hours of general debate that will be allowed for the consideration of this bill we will discuss it very thoroughly.

At the Committee meeting this morning time left, after discussing parliamentary procedure, was too short to allow an adequate discussion of the details of my amendment.

In effect this is what the amendment does, and I will be glad to explain it fully to the membership when we go into debate on it. The amendment that was offered in effect changes the amount of the general increases from 9 percent across the board to approximately 7½ percent across the board with \$5 a year added for each step of the first six postal field service salary levels.

This bill was voted out by a ye-and-nay vote by our committee this morning. My amendment for 7½ percent was voted by a clear-cut majority of 17 to 4, and the committee worked its will. I am sorry the committee did not have more time to allow me to explain it in detail. Frankly, I think this 7½ percent, taking everything into consideration, is a good, fair, and moderate pay raise that is certainly justified. That the majority of the membership of the House feels that way is evidenced by the fact that 219 Members affixed their names to the discharge petition. They want this bill to come to the floor for debate and to be voted on. I can assure the membership that the full membership of the House Committee on the Post Office and Civil Service did vote on this. They voted on several other motions and they tabled several other amendments. During the whole time I have been here, and, as far as I can ascertain from the beginning of the proceedings of the House, the same rule of the will of the majority has prevailed. The overwhelming majority of our committee voted that they want this amendment for a 7½-percent, across-the-board increase.

Mrs. BLITCH. Mr. Speaker, will the gentleman yield?

Mr. MORRISON. I yield to the gentleman from Georgia.

Mrs. BLITCH. The gentleman has explained what the lowest salaried employee would obtain under this bill; will he please tell us what the highest salaried employee will obtain under this bill?

Mr. MORRISON. It will be a 7½-percent, across-the-board increase with a maximum of \$18,500 for the top classified salary.

Mrs. BLITCH. Has the gentleman figured out the number? I cannot make mathematical calculations that quickly.

Mr. MORRISON. I do not know the number of supergrades we have in the Government, but I will be glad to get it for the gentleman. This amendment, in essence, is a straight 7.5 percent across-the-board increase, offered as a substitute for the 9 percent pay raise bill which is the subject of the discharge petition.

Mr. REES of Kansas. Mr. Speaker, I yield 2 minutes to the gentleman from Missouri [Mr. JONES].

(Mr. JONES of Missouri asked and was given permission to revise and extend his remarks.)

Mr. JONES of Missouri. Mr. Speaker, I do not know what is in this new bill which is to be offered as a committee amendment, but I am going to talk on the bill that was on the discharge petition and which was the only thing before us up until this hour.

Mr. Speaker, if for no other reason—and there are many—this bill should be recommitted to the committee for the elimination of that portion which applies to legislative employees.

If there is any group of employees either in or out of Government who are on the whole adequately compensated, it is the employees of Congress, and if there is any place—and again there are many—where there should be selectivity rather than an across-the-board increase, it is among the employees who serve Congress.

I think most Members of Congress are aware, and certainly all of us should be aware of the complicated formula under which the salaries of most of our employees are computed, and this in itself subjects Congress to criticism, if not ridicule. The very idea of starting with a base salary which has been increased by various and sundry devices not less than eight different times, employing flat increases, percentage increases, all predicated upon the gross rather than the base salary, lends itself to a charge of finagling, and there is every basis for the criticism that Congress is trying to confuse, if not mislead, the public in the operation of the legislative branch of the Government. Any further percentage increase would only tend to increase the inequities which now exist.

The very fact that literally hundreds of employees are kept on the payroll, some at substantial salaries, while Congress is not in session and while there are no duties to be performed by many of these employees, is to me a convincing argument that these employees are in an entirely different status from other Government employees.

In the case of employees in congressional offices, as all of you are aware, the pay cannot only be adjusted up or down by the Member, but the employment can even be terminated without notice. The fact that the total amount which can be spent for secretarial and clerical hire in the office of each Member is predicated on the so-called base salaries, is, to say the least, most misleading, and I doubt if there is a Member on this floor today who can tell you both the base and gross salary being paid to the employees in his own office, without referring to the Rube Goldberg formula under which these salaries are computed.

I realize there are many Members who assume the attitude that it is no one's business how we operate the business of Congress, but I would remind you that it is the same taxpayers' dollars that we spend here that we appropriate for other branches of our Government. Economy, efficiency, and, above all, fiscal responsibility should begin here—right here in this House today. Oh, I know

some one will attempt to justify his action by what the other body does, and I hear the old song that the public does not get to see the records in the other body. We are responsible for what happens here in the House of Representatives, and it is time that we begin to meet this responsibility.

It will be interesting to hear how some Members will attempt to justify their vote on a bill which will add thousands of dollars to the cost of operating the House of Representatives, when instead we should be taking steps to reduce the expenses which could be done at a savings at not less than \$5 million a year right here in this body, without affecting the efficiency one iota, and I might add without disrupting any of the practices of an overwhelming majority of the Members of this body.

Many Members have told me that they were not aware that this bill applied to legislative employees. I would say to them that before you vote for this bill you had better find out what all it does include. Other Members have told me that they felt confident that the bill would be vetoed. To me, that is all the more reason why this bill should be recommitted. If we are honest in our desire to provide pay increases where they are justified, let the committee bring out a realistic bill which can be supported enthusiastically and which the President will have no reason to veto. I, too, believe this bill will be vetoed, and I believe the veto would justifiably be sustained, and that is just another reason why I will not vote for it.

Mr. THOMPSON of Louisiana. Mr. Speaker, I yield myself 2 minutes.

Mr. Speaker, I must disagree with the gentleman from Missouri [Mr. JONES] and others who are not inclined to favor this increase in salary. I think the majority of this House believes that this increase is justified.

I might also say to the gentleman from Missouri that it is entirely within his discretion what salary he gives his employees. If his employees are not worth the salary they are getting, certainly he should pay them commensurate with the work they do.

Mr. JONES of Missouri. That does not apply to employees of committees or other employees of the House.

Mr. THOMPSON of Louisiana. The chairmen of committees can set the salary of committee employees. I say that the people who work in Washington, on the Hill, especially, are the lowest paid employees considering what they do. I am not going to kid myself at all. I depend upon my very competent staff, and I do not believe we could accomplish 50 percent of our work if it were not for the faithful employees we have.

Mr. JONES of Missouri. I agree with the gentleman that we do have many faithful employees; but I have two employees in my office who will do more work than five employees in many other offices.

Mr. THOMPSON of Louisiana. Would the gentleman care to name one?

Mr. JONES of Missouri. Name one what?

Mr. THOMPSON of Louisiana. One other office where five employees would not do as much as your two.

Mr. JONES of Missouri. I am not going to call names. I am not trying to tell what other people do. I know you have certain opportunities. I have the opportunity to pay the employees what I think they are worth, and I do it, and I am not ashamed of the salaries they are paid.

Mr. THOMPSON of Louisiana. Mr. Speaker, I may say in closing that I have been in the public service for 26 years. I have known what it is to live on wages that are much lower than the industrial wages paid during times of inflation. I know that these people suffer great hardships and they could get better jobs on many occasions, but they have seen fit to stay with the Government because they are loyal employees who recognize their responsibilities and discharge them.

Mr. Speaker, I hope we can pass this resolution immediately.

The SPEAKER. The question is on the motion of the gentleman from Louisiana [Mr. THOMPSON] to discharge the Committee on Rules from the further consideration of House Resolution 537.

The motion was agreed to.

The SPEAKER. The Clerk will report the resolution.

The Clerk read the resolution, as follows:

Resolved, That upon the adoption of this resolution, the Speaker shall recognize Representative James H. Morrison, or Representative John R. Foley, or Representative Joel T. Broyhill, to move that the House resolve itself into the Committee of the Whole House on the State of the Union for the consideration of the bill (H.R. 9883) to adjust the rates of basic compensation of certain officers and employees of the Federal Government, and for other purposes, and all points of order against said bill are hereby waived. After general debate, which shall be confined to the bill and continue not to exceed two hours to be equally divided and controlled by the Member of the House requesting the rule for consideration of said H.R. 9883, and a Member who is opposed to said bill to be designated by the Speaker; the bill shall be considered as having been read for amendment. No amendment shall be in order to said bill except those offered by direction of the Committee on Post Office and Civil Service. Amendments offered by direction of Committee on Post Office and Civil Service may be offered to any part of the bill but shall not be subject to amendment. At the conclusion of such consideration, the Committee shall rise and report the bill to the House with such amendments as may have been adopted, and the previous question shall be considered as ordered on the bill and amendments thereto to final passage without intervening motion except one motion to recommit with or without instructions. This special order shall be a continuing order until the bill is finally disposed of.

The SPEAKER. The question is on the resolution.

The resolution was agreed to.

Mr. MORRISON. Mr. Speaker, I move that the House resolve itself into the Committee of the Whole House on the State of the Union for the consideration of the bill (H.R. 9883) to ad-

just the rates of basic compensation for certain officers and employees of the Federal Government, and for other purposes.

The motion was agreed to.

Accordingly, the House resolved itself into the Committee of the Whole House on the State of the Union for the consideration of the bill H.R. 9883, with Mr. Boggs in the chair.

The Clerk read the title of the bill.

By unanimous consent, the first reading of the bill was dispensed with.

Mr. MORRISON. Mr. Chairman, I yield myself such time as I may desire.

Mr. Chairman, in many respects the circumstances under which this legislation is being considered by the House are familiar to most of the Members. As remarked by a Member several years ago, the situation is somewhat like an old movie shown on television. You watch it thinking you have never seen it, but nevertheless you have a strong feeling it has all happened before.

And so it is with this bill, except for one important difference. In my memory, there has never been such uniform and overwhelming support among the Members for salary increases for postal and other Federal employees.

Mr. Chairman, the only question, as I see it, is as to the amount of the increase. As I was explaining to the membership before the adoption of the rule, our committee reported out a bill after 6 weeks of hearings during which either side that wanted to could be heard. We came out with a bill and reported it to the House which called for a 9-percent pay increase straight across the board with a \$350 minimum for the postal field service, rural carriers, and classified workers. That bill as reported to the House was amended today by a committee amendment which will be offered at the proper time. This committee amendment is very simple. In general, it does not do anything to the original bill that was reported out except to change the amount from 9 percent to 7½ percent. It covers all the people who were covered in the original bill as reported by our committee—the bill which was subject to the discharge petition. The change, as I said, is that it cuts the 9 percent straight across the board increase to 7½ percent straight across the board. In some instances, in the Postal Field Service for the first 6 pay levels it gives \$5 a year extra for each of the automatic salary steps.

Mr. GARY. Mr. Chairman, will the gentleman yield?

Mr. MORRISON. I yield to my distinguished colleague from Virginia.

Mr. GARY. Was any change made in the minimum amount of the pay raise?

Mr. MORRISON. Yes; the minimum of \$350 was taken out completely. There is no minimum of \$350 in the amendment that is to be submitted to the Committee of the Whole at the proper time.

Mr. GARY. Does the bill in addition make permanent the 2½ percent increase we granted last year which will expire on July 1 unless it is made permanent?

Mr. MORRISON. It makes that 2½ percent increase permanent.

Mr. GARY. And the 7½ percent is in addition to the 2½ percent which is made permanent?

Mr. MORRISON. Yes; that is right.

Mr. GARY. The gentleman referred to some increases in the lower brackets. Was that action designed to take the place of the minimum?

Mr. MORRISON. It does not nearly come up to the \$350 minimum. But in effect it does give the very low-salaried employees a little better than 7½ percent. But I believe in each case it is well below 9 percent, and the slight extra allowance is only for those in the lower grades.

Mr. GARY. I thank the gentleman for the information.

Mr. CHELF. Mr. Chairman, will the gentleman yield?

Mr. MORRISON. I yield to the gentleman.

Mr. CHELF. Mr. Chairman, I should like to ask the gentleman whether his amendment which was adopted this morning provides for a 5-cent postage stamp.

Mr. MORRISON. No.

Mr. CHELF. Do any of the other amendments that were adopted provide for an increase in the postal rate?

Mr. MORRISON. No.

Mr. CHELF. I thank the gentleman.

Mr. MORRISON. The 7½ percent is not what the committee voted out at first. Now, to show the interest of the Members of this House in this matter, more than 80 Members introduced pay raise legislation that was considered by our committee. I want the membership to know that every viewpoint on both sides of the aisle, and of all concerned, was considered by the committee. Everybody had his day in court, so to speak, and was permitted to testify before the committee.

I know of no instance, in the nearly 18 years that I have been here, when anybody made a more constructive or substantial or more forceful argument for a pay raise for Federal workers than was made, in our hearings, when comparisons were submitted between Government pay and pay for similar work in private enterprise. In every one of those cases that was cited before our committee it was shown that workers in private industry doing comparable work receive higher salaries than postal and other workers in the Federal Government.

I can further say that the testimony that was brought out showed one example of a newspaper advertisement for people to apply as janitors. Actually they were offering to pay janitors in the larger cities far more money, as starting salaries, than the postal carriers and clerks get who have been working months and years for the Post Office Department.

I can further state in support of this wage increase that the whole weight of testimony that was in favor of it more or less dwelt on the fact that here we are, in this great Nation of ours, not paying our Government workers the fair

and just salaries that workers get in similar employment in private enterprise.

I think the committee studied this amendment well. It was adopted by a tremendous majority. I think 17 to 4, which was today's vote, will certainly show that by far the vast majority of the committee that went into detail on this thought that a very excellent case had been made for the proposed salary increase.

All of us know that the time is getting short. We all know we have to be practical about this. Frankly, I felt that whereas I was personally in favor of the 9 percent, and I still think it was highly justified, this compromise of 7½ percent will be far more acceptable to some of the Members of the House. I am sure the same situation prevails over in the Senate. And so, I felt that by bringing out this amendment today, which will be considered at the proper time, the 7½ percent is certainly the proper thing to do under the circumstances—if we are going to be realistic and practical about this legislation and give the House and the Senate a chance to vote on it and give the President a chance to act on it one way or another.

There were many who said the President would veto any pay-raise bill this year. I do not know what the President is going to do, and I do not think anyone else knows what the President is going to do. But I think when you have this bill as it will be amended today, coming within the time we have before adjournment, it will have an opportunity to go to the White House. If it is signed, that ends it. If it is vetoed, we will have a chance to override that veto.

Mr. FULTON. Mr. Chairman, will the gentleman yield?

Mr. MORRISON. I yield to the gentleman from Pennsylvania.

Mr. FULTON. I congratulate the committee on coming up with this successful compromise. The question is really the amount of the pay raise, not whether there should be one, because if we are going to have the postal and other Government workers move along with private industry we must give some sort of a pay raise at this time. Is that correct?

Mr. MORRISON. That is correct.

Mr. HOLLAND. Mr. Chairman, will the gentleman yield?

Mr. MORRISON. I yield to the gentleman from Pennsylvania.

Mr. HOLLAND. Is it not true most of the wives of the postal workers have to go to work to help support their families?

Mr. MORRISON. The witnesses who testified before us showed us example after example where both the husband and the wife were working. The husband was working for the postal service and the wife had to have another job in order to make ends meet, so to speak.

Mr. HOLLAND. The postal workers had to work at night to supplement their salaries to keep their families.

Mr. MORRISON. That is correct.

Quite frankly, in my opinion, increases considerably higher than those in the committee amendment are justified. My

original bill so provided. But we all realize, particularly those of us who have served many years in the Congress, that the views of others deserve full consideration. All major legislation more or less represents a compromise as between different convictions, in the highest tradition of our democratic process.

Many of the members of the Committee on Post Office and Civil Service have put aside their individual preferences in a true spirit of compromise to bring to the House floor a bill to provide a moderate and fair pay raise which should generally be acceptable.

After careful and diligent study of all evidence developed in the hearings and in full consideration of the many different opinions, the committee decided that the amendment to be proposed represents a solution to which we could all agree. It is a real tribute to the tireless and conscientious work of every committee member that there is such overwhelming committee support for this amendment.

The committee amendment which I will have the honor to offer, which I will place before the House at the proper time, grants a 7.5 percent salary increase, in lieu of 9 percent provided by the reported bill, to all of the groups covered by the reported bill, with the provision, as I stated before, for slightly over 7.5 percent to those in the lower postal levels.

I would also like to call to the attention of the House the cost of this bill compared to what they said my original bill would cost, that is, \$1,600 million. There was a great deal to do about that in our hearings. As I say, the bill that will be before the House for eventual passage after this amendment is presented, and if the committee amendment is adopted, will call for 7.5 percent overall increases and that will cost between approximately \$680 million and \$700 million. This is the best figure I have been able to obtain from the committee counsel—that is, between \$680 million and \$700 million.

Mr. HALEY. Mr. Chairman, will the gentleman yield?

Mr. MORRISON. I yield.

Mr. HALEY. Would the gentleman be willing to support a tax measure or an increase in the postal rates to take care of this increase in expenditures by the Federal Government?

Mr. MORRISON. I am the type of person who crosses a bridge when he comes to it. That question is not before the House today. That is still before the committee. Frankly, I think my distinguished friend, the gentleman from Florida, will agree that we should certainly know what propositions are brought before our committee before we finally act on a bill. I assure him I will try to do justice to myself and to my people, in trying to represent them, and that I will vote according to their wishes. How I will vote I do not know until I have something to vote on.

Mr. HALEY. The gentleman realizes, of course, that this will bring us further into deficit financing. Do you not think

that somewhere along the line this Congress, and do you not think that you as chief sponsor of this bill, has some responsibility to bring a bill here to pay for it?

Mr. MORRISON. I appreciate the gentleman calling me the chief sponsor, but I have over 79 other gentlemen who are with me on it, and I am not all alone in bringing this legislation before this session of Congress. But as I say, frankly that is not before the House now. I think at the proper time the House will take up that bill. The committee is just about to wind up action on it. What the committee does and what the House does is a matter on which the gentleman's guess is as good as mine.

Mr. JOHANSEN. Mr. Chairman, will the gentleman yield?

Mr. MORRISON. I yield.

Mr. JOHANSEN. I do not want to be unfair to my very able and distinguished friend, but do I understand from what the gentleman is saying that it means the gentleman will in committee support a postal rate increase of some kind?

Mr. MORRISON. I did not say what I would do, and I do not believe I will ever say what I will do before I see the bill that is presented to the committee and before all the amendments come up. Frankly I do not commit myself to my own constituents nor can I commit myself to the gentleman or to any other Member of the House as to what I will do on any proposal, before I have it before me.

Mr. JOHANSEN. I thank the gentleman.

Mr. GRAY. Mr. Chairman, will the gentleman yield?

Mr. MORRISON. I yield.

Mr. GRAY. If suggestions are in order, I suggest to the gentleman that the cost of this bill be taken out of the \$4 billion surplus that the President is telling the people of the country we are going to have. Why do we need to raise the postal rates?

Mr. MORRISON. We are not taking up postal rates today; they are not germane and cannot be taken up today. So if the membership will allow me, I would like to explain further the bill and the amendment adopted by the committee this morning.

This increase will affect some 535,000 Postal Federal Service employees, 980,000 employees under the Classification Act, 8,100 Foreign Service employees, 19,300 employees in the Department of Medicine and Surgery in the Veterans' Administration, and 15,000 Agricultural Stabilization and Conservation Committee employees; 5,000 employees in the judicial branch; and 7,500 in the legislative branch.

The amendment contains provisions of the reported bill extending to these employees that I have just enumerated a very moderate pay increase.

I would like to cite some of the effects of this bill as far as the hourly wage is concerned. The average salary of our letter carriers is \$2.23 an hour, or \$370 a month. The committee amendment will increase this by about 17 cents an

hour, or \$28 a month. But this is the gross salary increase. This is not the take-home pay, it is not the amount included in his pay check. As I said, it is not take-home pay.

The average letter carrier is one of the finest family men in America. The family, of course, is the basis of our economy and our economic and our social system. The average letter carrier's family consists of husband, wife, and three children, a family of five. From the gross monthly salary of \$370, before the employee receives anything, there is \$26.64 deducted to pay his fringe benefits, and \$17.17 for Federal and State income taxes. This reduces his monthly take-home pay to \$326 a month, or \$1.96 an hour.

Under the committee amendment his gross monthly salary would be \$398. Deductions would be \$28.64 to pay for his fringe benefits and \$21.89 to pay for the Federal and State income taxes, leaving a net monthly take-home pay of \$347.22, or \$2.09 an hour. Now, this is after this 7½-percent increase is put into effect. In other words, carried down to the fundamental question of take-home pay, the committee amendment would grant an increase of 13 cents an hour in the average take-home pay of a postal letter carrier. This is the additional amount the letter carrier will have with which to buy meat, groceries, and milk, and to buy clothing for his family, to make payments on his mortgages, or whatever he has to do with it.

Certainly it is only fair to grant this moderate salary increase in recognition of the conscientious and efficient public service rendered by our postal employees.

A moment ago I told you about an advertisement that was in a paper. I would like to be specific and quote from this want ad. It appeared in a paper at Detroit, Mich., where many employees in the postal field service work and live. It reads:

Wanted: Janitor for city hall. Examples of work: Sweep, mop, scrub, and polish floors; clean and maintain lavatories, replace light bulbs. Starting salary, \$4,450; \$5,050 after 2 years.

Frankly, I feel that no more need be said to demonstrate that the salary adjustments proposed by the committee amendment are extremely moderate and should be approved and granted to these Federal employees.

Some reference has been made, during our pay deliberations, to fringe benefits for Federal employees—usually by way of implying that they are so liberal that they can take the place of salary. This is a myth. I am proud of the fringe benefits we have been able to gain for Federal employees and am sure that they and their families deeply appreciate these benefits. But they are not to be confused with hard cash in the pay envelope. They are not considered negotiable by shopkeepers or bill collectors or mortgagees. It is much easier to get along with these people when we should show them the color of our money.

Nor are Federal employees' fringe benefits by any means so liberal that they can replace justified pay raises. If

anything, they lag further behind similar benefits in private enterprise than is the case with Federal employees' salaries. The Cordiner committee disclosed in 1957 that Federal employees personally contribute more than their fellow workers do in private enterprise for fringe benefits. According to the report, employees of 356 firms covered by one study paid an average of 4.5 percent, and employees of 1,000 firms covered by another study paid only 3.5 percent, of their salaries for fringe benefits. Federal employees pay 7.2 percent.

Another factor largely overlooked, or given too little weight in the administrative consideration of salary legislation, is the record of productivity by postal and other Federal employees. When postal rate increases or appropriations are being sought, the proponents quite often argue brilliantly and forcefully of improved service and efficiency to justify the rate increases or appropriations. The history is told in glowing terms of a 15 or 17 percent increase in mail volume in recent years, with little or no increase in such man-years of work as are within management control.

In truth and in fact, we all know that this fine record of efficiency is attributable to the performance of more and more work by the 535,000 postal employees. Yet opponents of salary legislation give it no weight at all as justifying pay raises for the very employees who have done the work. The employees are commended indirectly and by words—not by supporting reasonable pay raises in recognition of their efficiency. This failure to give full credit where credit is due in my judgment can become one of the most damaging blind spots in employee-management relationships and in the administrative consideration of salary problems. It tends to create a climate closing off the best avenues of communication and exchange of views between employer and employee—except as a one-way street for the views of the employer.

I strongly urge the Members to vote for the committee amendment providing this 7½ percent pay raise for postal and other Federal employees.

Mr. MERROW. Mr. Chairman, will the gentleman yield?

Mr. MORRISON. I yield to the gentleman from New Hampshire.

Mr. MERROW. I want to congratulate the gentleman on his very able presentation today. I am glad that we are going to have an opportunity to vote for a pay raise for Federal employees. I was one of those who introduced a pay raise bill and I was very happy to sign the petition to discharge the Rules Committee from further consideration of the subject. Personally, I feel as does the gentleman, there should be a 9-percent increase. I would like to ask this question: Does not the gentleman agree with me that regardless of what the rates may be for postage the people who are working in the Postal Department should have adequate compensation for the work performed, and that the people working for the Government in other Departments should have adequate compensation for the work performed

comparable with what can be obtained in industry?

Mr. MORRISON. The gentleman is correct, and I thank him for his contribution.

Mr. MERROW. We are living in an age of constant peril, and every realistic appraisal of the future indicates that this condition will continue for a long time. At the same time, almost every aspect of society and government is growing more complex and is demanding a progressively higher degree of expertness. Under these circumstances, the Government must do everything possible to assure itself of the services of the most competent people.

The questions of employee morale and, even more, of the recruitment and retention of intelligent, imaginative, and experienced employees have long constituted a major problem for the Federal Government. To fail now to adopt this well-merited pay raise will needlessly and unjustifiably intensify this problem.

The pay schedule for the Federal service continues to lag, not only behind the costs of living, but also behind the salary levels being paid in private enterprise. Since the last Government pay raise in 1958, wages in private industry have risen considerably. At the same time, studies in productivity have shown that the increase in work output among Federal employees compares very favorably with that of private industry.

Congress, therefore, has a special moral and legal obligation to investigate the needs of Federal employees and to act promptly to rectify any inequities that may exist. These investigations have now been completed. Both Houses of Congress have held hearings on the question of Federal compensation, and both of these hearings have demonstrated conclusively that a pay raise at this time is both deserved and urgently needed.

The time has now come for action. As Members of Congress, we have a responsibility to these Federal employees that we can neither ignore nor delegate to anyone else.

Mr. GEORGE P. MILLER. Mr. Chairman, will the gentleman yield?

Mr. MORRISON. I yield to the gentleman from California.

Mr. GEORGE P. MILLER. I want to pay my respects to the gentleman and congratulate him upon the introduction of this bill and for the fine exposition he has made of the subject. Moonlighting among Government employees is something that must be avoided. A man's loyalty should be to his first job, not to his secondary position. Moonlighting is too prevalent at this time, and by "moonlighting" I mean that a Federal employee must secure a second job in order to be able to have an adequate income.

While I am on my feet, I would like to pay my respects to your colleague, the gentleman from Louisiana [Mr. THOMPSON], who placed this petition on the desk. Whenever the chips are down and the Federal workers need assistance, it seems they go to Louisiana, to you or to Mr. THOMPSON. I think it is a great compliment to the gentleman from Louisiana

that he was able to get 219 Members of this House to sign that petition. It indicates the respect in which we hold him and the high position he has earned in the House. During the 8 years Mr. THOMPSON was able to work with people and coordinate efforts. I serve on the Merchant Marine and Fisheries Committee with him and I know the great things he has done for your State of Louisiana.

Mr. MORRISON. I thank the gentleman for his contribution.

Mr. LANE. Mr. Chairman, will the gentleman yield?

Mr. MORRISON. I yield to the gentleman from Massachusetts.

Mr. LANE. Mr. Chairman, I, too, want to congratulate the gentleman from Louisiana [Mr. MORRISON] for his very able and intelligent statement made on a very, very important bill.

Mr. Chairman, many post office employees have complained to me, claiming that their postal pay increase bill is being kicked around for personal or partisan or selfish advantage as the countdown toward adjournment begins. They are cynical and bitter for they believe that Congress is only going through the motions.

Much as they resent it, they know where they stand with the President who is flatly opposed to any pay increase for postal workers, and by extension, for all classified employees of the Federal Government, during 1960. But they are suspicious of the legislative maneuvering in the Congress whereby the impression is conveyed that Congress is seeking to ingratiate itself with over 2 million Federal employees for the record, while privately writing off hopes for a pay increase bill at this session.

"It is not enough," the postal employees insist, "for Congress to vote for a pay increase, and then wash their hands of it. What we want to know is whether Congress means business about this, and whether it is prepared to go all the way and vote to override the Presidential veto, before this session adjourns."

That is the issue. From several disillusioning experiences in the past, they have learned much. This time they will be watching, not only the vote for the bill, but the vote to override the President.

For the Congress cannot have it both ways on this bill which is necessary to relieve the economic handicap under which Federal employees must work. The indifference of Government toward the bread and butter problems of its own employees, is undermining their morale and their efficiency. To overcome this lack of understanding and appreciation, it is urgent that the many friends of Federal employees in the Congress should intensify their efforts to line up the commanding support that is necessary to override the veto.

The good faith of the Congress itself is at stake here, for the Federal employees have no recourse but to appeal to us for help. As they compare their lot with the consistently improving pay standards of private industry, they realize that their own position is steadily deteriorating.

We have seen how the United States has lost prestige and power in its relations with the rest of the world through the misleading emphasis on economy, to the detriment of public progress, in recent years. This pennywise conservatism, desperately hugging the status quo, has deprived our Nation of the means necessary to maintain its leadership. At home, this sterile fixation on budget balancing has cramped the progress of Federal employees.

If it were possible for them to transfer their civil service retirement system credits to coverage under private employment, many would immediately avail themselves of the better opportunities available elsewhere.

As it is, Federal workers are dissatisfied, and rightly so. When they are not paid what they deserve, their job performance is bound to suffer.

To prevent further deterioration we must open the way for an improvement in the wage standards of Federal employees by passing the postal pay raise bill—with votes to spare on this round—and ready to beat the veto.

Mr. COHELAN. Mr. Chairman, will the gentleman yield?

Mr. MORRISON. I yield to the gentleman from California.

Mr. COHELAN. Mr. Chairman, I congratulate the gentleman from Louisiana [Mr. MORRISON] on his statement on behalf of his measure providing salary adjustments for certain Federal workers.

As one of those who has supported this legislation all along, has introduced a companion to the original bill, and has signed the discharge petition which brought the bill to the floor, I urge full support for H.R. 9883 on the floor today.

Opponents of the bill say that postal workers have received seven pay raises in the past 15 years, and would have us conclude from this that everything is fine and no new attention to the Federal wage scale is needed. The fact is, however, that seven pay raises in 15 years is in no way out of line, that there has actually been only one pay raise after that granted in 1955 and, most important of all, that the wage of the average post office worker and the average classified employee is still below that of his counterpart in local government or private industry.

In the committee report, on page 5, a comparison of salaries of letter carriers to policemen and firemen in various large cities shows that the former is lower paid in every case. As I testified before the committee, the problem is particularly acute in the city of Oakland, Calif., a major portion of which I represent. In Oakland the automatic salary range for police and firemen ranges from \$6,396 to \$6,828 and this indicates so very clearly that in Oakland the letter carrier's range of \$4,035 to \$4,875 leaves him in a more inequitable position even than elsewhere.

The need for the salary increases provided in H.R. 9883 is clear. They are justified. I urge full support for the bill.

(Mr. LANE, Mr. COHELAN, Mr. MERROW, and Mr. MORRISON asked

and were given permission to revise and extend their remarks.)

(Mr. HOLLAND asked and was given permission to revise and extend his remarks at this point in the RECORD.)

Mr. HOLLAND. Mr. Chairman, the other evening I visited a shoestore with my daughters. While the clerk was trying on the shoes, he asked me if anything was being done for his raise. I replied: "What raise?" He said, "The postal workers." I then learned from him after he leaves the post office he is forced to work from 5 until 9 at night in a shoestore to supplement his income so that he can furnish the necessities of life for his family of five children.

I was quite alarmed to find this was true in many, many cases, and having an office in the Federal building in Pittsburgh, I checked with other workers and learned of their plight in trying to raise an American family. I found postal workers employed in filling stations at night, in garages doing odd jobs, yes—and tending bar in clubs.

Some of these workers spend 16 hours away from their family doing extra work so that they can receive sufficient money to clothe, feed, and house their families.

In many cases, I found that their wives were forced to work as clerks in stores, offices, factories, and restaurants to supplement their husbands' wages.

This is a pitiful case in America where a man is penalized for being a Government worker and denied the pleasure of an enjoyable evening at home with his family like other American families do, who work for private enterprise.

This is a disgraceful condition, and we the Congress of the United States permit it to exist. We who pose before the world as a benevolent government do not show it to our own employees. In this session I have heard about billions of dollars which must be appropriated for peoples of other lands, and to raise their standard of living. I have always supported aid to raise the standard of living in other countries, but I am convinced now that it is time to think of our own, and at least give to our employees the right to enjoy American homelife.

This bill will cost the Government considerably less than what they have appropriated to the peoples of any one country in the world. To hear objections from the administration that a 7½ percent raise is too much for their own employees is an insult to the conscientious and dedicated postal workers of our own country.

The administration has forgotten its own employees too long.

This big business administration seems to be only interested in seeing that the big corporations make higher profits and the banker gets higher interest on the money loaned to the Government's underpaid workers. For the President of the United States to threaten he will veto any raise given to the Government workers is an insult to those who are devoted to Government. In fact, it is the Government workers who are responsible for the efficiency of our Government. You will not find them on the golf course when they have a job to do.

Mr. Chairman, I am sorry that this bill has been cut to 7½ percent from 9 percent, for I believe that every man and woman working for the Government deserves and earned the 9 percent increase. Let the Members of Congress at least recognize their plight, pay them a decent wage so that the family life so long denied them can be enjoyed in the American way.

I, for one, Mr. Chairman, not only support this bill on this vote, but I promise the Government workers of America if it is vetoed by the President I shall vote to override it.

(Mr. BARRETT asked and was given permission to extend his remarks at this point in the RECORD.)

Mr. BARRETT. Mr. Chairman, as one of the early signers of Discharge Petition No. 6, I respectfully urge all the Members here on the floor today to vote for the passage of H.R. 9883, the Federal employees pay increase bill, because these men and women not only deserve this recognition, but are in need of larger paychecks to properly support their families. I feel confident we have the votes to overwhelmingly pass this bill and I am hoping the President will not veto it.

Inasmuch as the Congress plans to adjourn early in July, I further respectfully request that additional bills be scheduled for debate that will improve the economic standards of our American families.

An excellent start in this direction would be the passage of my bill, H.R. 5868, to increase the present hourly minimum wage from \$1 to \$1.50. At today's prices, which continue to rise, I cannot conceivably understand or know how a man with a wife and two or three children can properly shelter, clothe, and feed them on a weekly salary of \$40 or \$50. We all know food costs are high and rents in our metropolitan area of Philadelphia are exorbitant for desirable living accommodations.

While it is true you can rent substandard homes and apartments in the \$50 to \$75 price range, the fact remains that the location is usually very undesirable for the raising of a family. What is needed at this time is legislation to provide additional low-cost housing units in Philadelphia and other cities at nominal rentals in well planned communities for those people who have limited budgets and cannot afford to pay high rents. I, therefore, urge you gentlemen to accept the housing bills presented by my committee, which will destroy blighted areas and create communities of comfortable houses and apartments for our middle- and low-income families with adequate school facilities for their children.

Mr. Chairman, millions of children throughout the country today are receiving an inadequate education simply because there are not enough classrooms available for them. In many of our cities and towns these very same children are attending school in split shifts. In these days of the cold war, when we are fighting for our very survival, the education of our children is one of our

greatest assets. They will become our leaders of tomorrow and, therefore, we cannot permit them to continue to be crowded into poorly equipped schools.

Another major item in my program for the American family is the need for legislation to provide medical and hospital care for our elderly citizens who, because of restricted pension checks and limited assets, are unable to cope with emergency illnesses. There are several proposals pending before us to give help to these very deserving citizens and I urge all here today to back my plea for their immediate passage.

I sincerely and honestly believe my program for the betterment of our American way of life is sound in every detail. It is not an expensive giveaway proposal and will benefit every American citizen.

As representatives of these citizens, I am requesting your support of this program.

Mr. REES of Kansas. Mr. Chairman, I yield 10 minutes to the gentleman from Tennessee [Mr. MURRAY].

(Mr. MURRAY asked and was given permission to revise and extend his remarks.)

Mr. MURRAY. Mr. Chairman, I realize that my opposition to this measure is futile, since the majority of the Members of the House have already signed the discharge petition on this pay legislation. I am opposed to the measure. I think it is not justified and should not be approved. But, of course, it is going to be approved by the House.

Mr. Chairman, let me say something about the conduct of certain lobbyists on this piece of legislation. This morning when I went to the committee room of the Committee on Post Office and Civil Service, I had difficulty getting to the room because of the great swarm of lobbyists outside in the hall. There must have been 75 of them. I had to pry my way through to get into my own committee room. And I have never seen such tactics employed as these lobbyists have been using during this fight for the pay bill. I think it is high time for the Members of the Congress to stand up and let these lobbyists know that they are not to be controlled by them, not to be dictated to by them. If we do not, it will be a sorry picture regarding any future pay legislation.

Today, Mr. Chairman, we have a national debt of over \$285 billion. We pay \$9.5 billion in interest each year.

Our Federal payroll is over \$13 billion a year, over \$1 billion a month.

In the last 15 years the salaries of Federal employees have been increased a total of 83.6 percent. There have been 8 pay raises in the last 15 years, for Federal employees. Besides, there is no group of employees in private industry that receives the fringe benefits that Federal employees are getting today. These fringe benefits amount in compensation to about 30 percent of their salaries. They have such liberal fringe benefits as life insurance, health insurance, retirement, hospitalization and medical expenses. This Government has certainly been fair and liberal to our employees.

Mr. Chairman, we have a \$285 billion debt, on which we pay interest each year of \$9.5 billion. It is high time we stopped these reckless expenditures. I say that it is not in keeping with a sense of fiscal responsibility to increase the salaries of these employees today.

I am sorry to see the influence that these postal lobbyists exercise upon certain Members of Congress and particularly upon certain members of my committee. I regret it. I think that unless Congress stands up and lets them know that we will exercise our own judgment, this condition will get worse instead of better. I am sick and tired of the tactics of these lobbyists. I, for one, have never been controlled by them and do not propose to be controlled by them.

There is little I can say further, because I know this bill is going to pass. I think we are making a mistake. I do not think it should pass. But I do not care to argue the matter any longer. I am strongly opposed to the bill, but I am sure that will not have any effect.

Mr. REES of Kansas. Mr. Chairman, I yield 7 minutes to the gentleman from Indiana [Mr. HALLECK].

Mr. HALLECK. Mr. Chairman, the gentleman from Tennessee [Mr. MURRAY] is a realist. I certainly am a realist on this occasion. I have no illusions about what is going to happen to this bill. It will be passed by the House of Representatives today. But I want to tell you that in my opinion, as it is now written and as it will have to be voted upon under this gag rule that was petitioned out it is not going to become law.

Having said that, I would like to point out that through the years I have been here I have supported pay increases for Federal employees both in the classified and in the Postal Service. So far as the Postal Service is concerned I have been concerned about the deficit in the Post Office Department. In the Republican 80th Congress, in which I was privileged to be the majority leader, we gave the employees the greatest single annual increase in pay they had ever had.

But with that pay increase we had a rate increase designed to keep the Post Office Department out of the red as far as we could. What happened in the 80th Congress, as far as pay increases are concerned, has been happening in the Congresses since that time. Increases have been voted from time to time. In 1958 we had a rate increase. In addition, as the gentleman from Tennessee has so well said, fringe benefits have been voted that I understand would amount to about an 18 percent pay increase.

I realize, of course, that everyone would like to have more pay, anyone who works for a living, but when those of us who have the responsibility to fix that rate of pay get ready to do something, everybody would like to be openhanded, but we have a responsibility otherwise. One Member on the other side of the aisle in the interruption of another speaker said:

Take the pay increase out of the proposed surplus.

That is one philosophy of government. But I say to you that we should

not go overboard because we have a little surplus that might be applied on the national debt to keep the credit of this country good and to keep us strong here at home.

This bill will add \$700 million a year additional to the cost of our Government. It really has been a strange development, with 20-percent bills introduced, and a 9-percent bill petitioned out under a gag rule with no opportunity to correct things in this bill that I think are glaringly wrong. We are foreclosed from that opportunity.

Referring to the Post Office Department, there is presently a deficit of about \$600 million a year. This bill in the Department alone will add an estimated \$225 million a year. The author of the bill was asked about the rate increase that has been pending before the committee for a long time and he was reluctant to say what his position on that would be. That is understandable. But the fact is that a proposal for rate increases has been pending before that committee, given to the committee by the President of the United States, for months and months and months, and I have not seen any activity in respect to it and I do not suppose there is going to be any. In other words, the committee has ignored that recommendation, so we will add \$225 million to an already existing deficit of \$600 million.

People talk about the cost of living situation. My understanding is that the cost of living has gone up about 2 percent since we voted the last pay raise. That is not 7.5 percent. Again I want to point out that through the years since certainly about 1953 the cost of living has gone up about 10 percent and the pay increases have averaged out to a total of about 20 percent, and that does not take into account the 18 percent for fringe benefits.

One other point: We appropriated \$500,000, as I understand it, to appoint a commission and to enable that commission to make a study of this whole Federal employee situation and to report back to us. It does seem to me that more attention might have been given to the matter of waiting for a report from that commission.

I said when I started that I did not think this measure would become law. I do not need to tell you that it is not in accord with the President's program. As the gentleman from Tennessee pointed out, the administration witnesses before the committee take the position that the circumstances at the time did not justify a pay increase. So I say to you on my individual responsibility, because the President has never committed himself as to what he would do, I have no question in my mind as to what his action will be on this measure if and when it reaches the White House.

Mr. MORRISON. Mr. Chairman, I yield 5 minutes to the distinguished gentleman from California [Mr. HOLIFIELD].

(Mr. HOLIFIELD asked and was given permission to revise and extend his remarks.)

Mr. HOLIFIELD. Mr. Chairman, I want at this time to say I respect very highly the chairman of our committee.

the gentleman from Tennessee [Mr. MURRAY]. We have served together in the House for 18 years. There have been many times we have not agreed upon issues, but I want to say in the handling of the committee the gentleman from Tennessee [Mr. MURRAY] has always, in my opinion, handled it according to the rules of the House and the rules of the committee. When presented with a parliamentary situation, he has had the honesty, the character, and the integrity to make his rulings in accordance with the House rules or the committee rules, and if they were questioned and appealed, he would abide with the decision of the majority of the committee. The committee was called together this morning at 11 o'clock. Our normal time of meeting is 10 o'clock. The 1 hour that was given to us, therefore, from 11 o'clock to 12 o'clock, at which time we had to rise under the rules of the House; the rules do not allow the Committee on Post Office and Civil Service to sit while the House is in session, therefore the majority of the committee found it necessary to avail themselves of the rules of the House in order to bring before the House for its consideration the legislation which you have before you. When they did avail themselves of the rules of the House, I must say the chairman responded to those rules and upheld them as he does in most instances, at least in all instances for which I have knowledge.

Mr. Chairman, we have heard some talk in the well of the House about the lobbyists in the hall outside the committee room. It has been my experience in the Congress that a lobbyist is a person who opposes something you are for, but if he is for something that you are for he becomes either a public relations man or a representative of a friendly group. So all of us have the right to label these men who appear in behalf of the different groups as either lobbyists or public relations men. But I want to point out something to you that I know you know, and that is there are over a million employees classified and postal employees, yes, close to 1,500,000 employees, and they are denied the right of collective bargaining. I am not arguing that point at this time. But they do not have the right to bring the force of collective bargaining to bear for increases in their wages. They must depend upon the Congress of the United States when they want a pay raise. They come to you and to you and to you for an adjustment of their wage scale commensurate with that of people in outside industries who have the right of collective bargaining. Therefore, this Committee on the Post Office and Civil Service has a peculiar obligation to see that these people are not left wanting, that they do have their day in court. Today is their day in court, before the Congress of the United States. There has been no move other than that permitted under the rules of the House to bring this subject before you for consideration. You have the responsibility to vote it up or vote it down. I have complete confidence that every Member

of this House will act on his own responsibility when the roll is called.

Mr. Chairman, let us see about some of the merits of this case. President Eisenhower appointed committees to study this. He has appointed many committees. The Cordiner Committee was one that studied the rates of pay of these people in Federal employ. This was in 1957. Dust has gathered on that study. Then the O'Connell Committee was appointed. Here is what the O'Connell Committee said:

Salaries fixed by statutes have not been adjusted in a timely and adequate manner in response to general changes in non-Federal salary levels.

There is the guts of the situation.

Federal employees' salaries have not been adjusted commensurate with salaries of non-Federal positions. What do I mean by that? Let us just look at the record.

The average gross monthly salary of a letter carrier is \$370—that is gross salary. When you deduct the fringe benefits and tax deductions he gets \$1.96 an hour—\$1.96 an hour, or \$89 a week; he gets \$89 a week take home pay.

What is the average weekly earnings in industry? In the transportation business it is \$118; in coal production and the petroleum industry, \$116; in printing and publishing, \$105; in machinery, \$105; in chemicals, \$100.84; in electrical machinery, \$92.84; in stone, clay, and glass products, \$91.30.

The average overall industry wage is \$15 a week or \$780 a year higher than that of Federal employees doing the same type of work.

We are before you on this day asking you to do something about this. You can quote figures about the increase in cost of living since the last time they had an increase in the cost of living, but Congress always lags behind in giving Federal employees their wage increases. When we grant this raise we still will not bring them up to the average wage outside of the Federal Government. We always lag behind, and regardless of whether the cost of living has gone up 2 percent or 3 percent since their last raise, they started with an inequitable wage balance to begin with. When we pass this bill today and if it should become law, it would still be behind pay for the same type of work, the same caliber of work in outside industry.

Mr. JONES of Missouri. Mr. Chairman, will the gentleman yield for an inquiry, please?

Mr. HOLIFIELD. In just a moment.

The gentleman from Indiana [Mr. HALLECK] has said to this House that he has private information that this will not become law. We have reduced the 9 percent in the committee bill to 7½ percent. We have tried to compromise as far as we can possibly go in the discharge of our responsibility. If the President vetoes this bill it is his responsibility, and it is the responsibility of those who vote against overriding his veto when it comes back to this House. I want you to know that I for one am going to discharge my responsibility by voting for this measure; and when the bill comes back, if it

does come back vetoed, I am going to accept my responsibility again and vote to override the President's veto. There are 1,500,000 families who need a few paltry dollars more to pay their debts, to buy food and medication and the necessities of life. The President can discharge his responsibility, and I will discharge mine.

Mr. JONES of Missouri. Mr. Chairman, will the gentleman yield for a question?

Mr. HOLIFIELD. Yes, I will yield.

Mr. JONES of Missouri. The gentleman knows about a study and report that was made on the salary of postal and classified employees, but can you tell us what report or what study was given to the legislative employees?

Mr. HOLIFIELD. The studies were given to the Federal employees outside of the Congress. The responsibility of the Congress is to make that study. If the gentleman wants such a study made I suggest that he introduce a bill and refer it to the Rules Committee. The House will be glad to consider the matter.

Mr. JONES of Missouri. I was just asking if a study had been made.

Mr. HOLIFIELD. Not that I know of.

Mr. JONES of Missouri. If a study has not been made how can the gentleman determine that a wage increase is needed or desirable for those people?

Mr. HOLIFIELD. Living has gone up. If the gentleman does not want to use the increase he can set the wages of his own employees. I may say I am not using all of my allowance for my salaried staff.

Mr. JONES of Missouri. Over half of the Members are not.

Mr. REES of Kansas. Mr. Chairman, I yield 7 minutes to the gentleman from Virginia [Mr. BROYHILL].

Mr. BROYHILL. Mr. Chairman, the proposed increase of the salaries of postal and classified employees which is before the House at this time is in my opinion one of the urgent items on our legislative program. It is urgent because any measure which is intended to help men and women to improve their means of livelihood is urgent. It is designed to satisfy human needs and nothing could be of greater material importance.

I am deeply interested in the objectives of the entire bill—H.R. 9883, as it has been amended—I would like to record my support for the benefits it will provide for both postal and classified employees. All are well deserved and I am of the firm belief the bill in its present form should be enacted.

The plight of the postal employees has been ably presented in the hearings and on the floor of this House. An impressive argument can also be advanced for raising the salaries of employees under the Classification Act who are covered by title II of this bill, and I would like to comment on several of the sound arguments which may be advanced in support of an increase of the salaries of classified employees.

The case to be made for this raise is sound. It is in every sense a debt which this Government owes to these employees. The discharge of that debt is over-

due and there is no valid reason why it should be further delayed.

This pay raise can be substantiated in many ways. It is not necessary to rely on an emotional appeal or to fall back on fallacious reasoning which misrepresents the real conditions supporting the soundness of this legislation. There is ample factual material available to justify the 9-percent increase provided in this bill, as well as the 7½-percent proposed amendment. I shall in the course of my remarks summarize several of the more meaningful points which can be made in support of this pay raise. Among them are the following:

First. The rate of wage increases has been substantially greater during the last 10 years for employees of large corporations than it has been for Federal classified workers.

Second. The pay for comparable jobs in private industry in many metropolitan centers is above that of classified employees. Bureau of Labor Statistics data on these areas of heavy concentration of Federal employment are already available. We need not wait for more.

Third. The 9 percent is well supported by the advance in prices and productivity since January 1958, and to a greater degree during the last 10 years.

Fourth. The Federal Government's policy toward its wage board employees is more equitable and realistic.

Fifth. Altogether too great emphasis has been placed on the cost of this pay raise.

Sixth. An annual salary adjustment plan will provide the most desirable solution to this classified salary problem.

Now let us examine these six points in some detail.

First. The rate at which hourly wage rates of employees of some of the largest corporations have been increased during the last decade has been substantially greater than the rate of salary increases for Federal classified employees. To understand the extent to which this has taken place, it must be kept in mind that since 1950 Federal classified salaries were raised 10 percent in 1951, 7½ percent in 1955, and 10 percent in 1958, or a total of 30 percent, if the percentages are compounded. Let me repeat that figure—classified salaries increased 30 percent since 1950. In the last 2 years of that decade, there has been no increase. Now let us see what industry has done.

The hourly rates of employees of General Motors Corp. advanced 62 percent from January 1950 to February 1960. Of this increase 9.5 percent was received since January 1, 1958. During the same 10-year period the United States Steel Corp. raised wages 66 percent and the Aluminum Co. of America, 87 percent. The increase of the Steel Corp. in the last 2 years was 7 percent and of the Aluminum Co. 10 percent—the 2-year period in which the Federal Government has given no increase.

To mention other instances—Firestone and Goodrich Rubber Cos. raised wages 56 percent in 10 years, including 6.8 percent since the beginning of 1958. The increase of the Lockheed Aircraft Corp. was nearly 63 percent of which 13.7 percent was in the 2-year period.

These percentages are reliable, for they have been calculated by the Bureau of Labor Statistics. Even though they apply to a segment of industry, they have significance because the companies to which they refer represent a total employment of well on to 2 million, the majority of whom were involved in these wage statistics. They were the result of collective bargaining with several of the large unions. These increases in industry include only general increases of pay rates, cost-of-living and similar wage adjustments. They do not include incentive earnings, premium overtime pay, shift differentials or changes in skill level.

Second. Analysis of wage and salary trends in the metropolitan centers plainly indicates that the salaries of Federal classified employees are lagging behind those for comparable jobs in private industry. This disparity in pay is shown a comparison of the average earnings of three representative office-type positions surveyed by the Bureau of Labor Statistics with the average of the comparable grade in the Federal classification salary schedule. The positions compared were stenographer, key punch operator and tabulating machine operator.

In a number of widely scattered cities in which the current BLS survey program has been completed, the average earnings for these positions exceeded the comparable Federal average. This was true of Buffalo, Cleveland, Detroit, Indianapolis, Jersey City, Newark, Pittsburgh, San Francisco, Seattle, and Washington, D.C. New York and Chicago have not been completed.

Throughout the hearings in both the House and Senate, emphasis was placed on the need to wait for the completion of the current BLS occupational wage surveys. I do not believe that is necessary. There are ample data now available. The 30 metropolitan areas for which final wage data have already been published have a Federal employee population of approximately 750,000 or close to one-third of all Federal employees. Sufficient data are available from many of the remaining 30 metropolitan areas to be completed by September to provide all the significant information needed. The cities which have been added to those previously surveyed are smaller cities and are not representative for purposes of classified salary analysis. Classified employees are to a great extent office clerical and professional employees who are employed in the larger communities. It is unfair and unsound to base the study of their salaries on labor market areas that are not metropolitan in character.

Third. The proposal to raise classified salaries 9 percent is also well justified by the advance that has taken place in consumer prices and productivity since January 1, 1958. The Consumer Price Index of BLS has advanced 3.2 percent from January 1958 to April 1960. If we assume that the postwar average increase in productivity of 3.1 percent a year from 1947 to 1958 has continued, we have the additional factor of a 6.2 percent productivity increase in the private sector of the economy. Thus our basis

for urging the proposed salary increase consists of 3.2 percent for the price rise and 6.2 percent for productivity, or a total claim actually in excess of 9 percent.

If we take into account the fact that prices and productivity advanced more than Federal classified salaries from 1950 to 1958, there is even greater justification for a pay raise. During that period there was a combined increase in prices and productivity of 46 percent, but salaries were raised only 30 percent. There was, so to speak, a deficit of 16 percent. If that deficit is added to the increase of more than 9 percent of prices and productivity since 1958, we have an even greater basis for advocating a salary increase, but our 9-percent figure for the most recent 2-year period is sufficient for present practical purposes.

Fourth. There is another phase of the classified salary problem which deserves attention. It is the inconsistent policy of the Federal Government toward these employees as compared with its attitude toward those who are subject to wage boards. During the last 10 years classified salaries have been adjusted only three times. During that same period there have been annual wage adjustments for the nearly half million blue-collar workers in the Defense Department. Comparing the median hourly rate of a grade W-7 wage board employee with a GS-4 classified salary, the wage board rate increased 62 percent and the comparable classified rate 30 percent during that 10-year period.

On the basis of the same grade W-7 rate, the record shows that it was increased 6 percent in 1957, 5 percent in 1958, and 6 percent in 1959. What happened in these 3 years alone shows the very great inconsistency in the Government's policy. It also indicates that an important reason for wage board employees receiving added increases is that their rates are reviewed annually. And they should be. But why deprive classified employees of the same consideration?

Fifth. And this brings us to the next point of the need for more frequent review of classified salaries. Some method should be devised for making, if possible, an annual review of classified salaries. I believe such a system could be worked out successfully, and certainly it is needed to assure classified workers of the equitable treatment they deserve.

More frequent examination of these salaries would prevent the delay between classified increases—4 years in the case of 1955 pay raise. These delays are unfair to the employee because his rate of pay continues to lose purchasing power. A regular annual review would be administratively desirable for the Government. It would permit annual budgeting of the cost of whatever increase seemed desirable since the preceding year, and if done annually it would probably result in a smaller percentage increase falling within any single year while the employee would receive as much or more money over a given period. And, of course, the important fact is that he would receive it when he needed it—not 3 or 4 years later.

Sixth. There has been altogether too much emphasis on the cost of a classified salary increase. By that I mean that the principal consideration should be whether it is needed. If that can be demonstrated, it should be treated as having at least as much urgency as any other budgetary proposal. The important difference, of course, is that a pay raise has the purpose of helping people, and of greater importance, of helping our own Government employees.

To think first in terms of cost is the wrong approach. We should realize that a 9 percent pay raise will cost a good deal more today than it would have 10 years ago, and it will cost still more 10 years hence, if the price level continues to increase at the same rate. We should be prepared for these exigencies that are the result of economic change.

We should consider this proposal to raise classified salaries first for its benefit to the men and women who are serving the Government. But that is by no means the sole reason. We should consider it from the standpoint of national dignity and of administrative efficiency for it is upon the capabilities and the loyalty of our Government employees that much of the successful operation of this Government must depend. We cannot in good faith continue to ask the men and women of the career civil service to continue to perform the duties which each year become more exacting and more complex and at the same time refuse to accord them the simple justice of rates of pay which they have earned by any reasonable standard.

Mr. Chairman, in conclusion and in the way of a summary I would like to make three additional observations concerning this legislation.

First of all, as well pointed out by the gentleman from Louisiana [Mr. MORRISON], the legislation before us and the committee substitute which is pending is the result of a compromise. There is nothing unusual about that. Very often when we are considering major legislation which is somewhat controversial there always has to be a little give and take. I want to assure the membership of the House that the willingness on the part of us to compromise is not because we did not feel a higher increase was justified, because we know we can justify a higher increase; it was not because we did not desire to grant a higher increase to Federal employees, but it was in recognition of certain political facts of life. We realized we could get a great deal more support from Members for a 7.5-percent increase than we could for a higher amount. We have been reasonably assured that any legislation of this sort will be vetoed. We will certainly need support of the overwhelming majority of the Members of the House in order to act on a veto when this bill comes back.

My second point is this, and I make it as a statement of fact, and while it is repetitious I use it for emphasis. The Federal Government has not kept up with private industry insofar as the salaries of its employees are concerned. It has not nearly kept up. You can toy with statistics all you want to, but the

record of the hearings on this legislation was full of proof in substantiation of my statement.

The Bureau of Labor Statistics presented evidence before the committee showing what the consumer price index was. It is up 113 percent since 1939. The figures of the Bureau of Labor Statistics show that all grades from grade 5 up of Federal employees have not received increases consistent with the increases in the cost of living since 1939. Approximately 60 percent of our classified Federal employees have not received salary increases since 1939 in keeping with the increased cost of living.

Employees of other industries have fared much better than employees of the Federal Government. Since 1950 we have granted increases to Federal employees in an amount of approximately 30 percent. It may be interesting to observe that the employees of major industries of this country have received over twice as much in the way of increases since 1950. General Electric has increased its employees 62 percent since 1950, United States Steel 66 percent, Aluminum Co. of America 87 percent, Firestone and Goodrich Rubber Companies have increased their employees 56 percent, Lockheed Aircraft has increased its employees 63 percent. These major industries employ approximately 2 million people. This shows that the increases have been consistent with the general increases that industries have paid their employees since 1950.

Since 1958 these same industries have increased their employees on an average of 10 percent.

Mr. Chairman, I had a very interesting personal observation to make in the committee when one of the witnesses pointed out or referred to the increase that the grocery clerks here in the Washington area received as a result of collective bargaining back last January or February. He pointed out that they received a settlement that amounted to \$97 per week. Back in 1937 I worked for the Safeway Grocery Co. for a short time. It was then the Sanitary Grocery or the Piggly-Wiggly Grocery Co. They paid their employees \$23 a week. Since 1937 the Safeway Grocery Co. has increased its employees to \$97, amounting to a 320 percent increase. The postal employees in 1937, during that period, received an average of \$2,038 a year. The postal employees today—I speak primarily of the letter carriers—are receiving an average of \$4,640; in other words, an increase of 123 percent. I do not believe any Member of this body would like to recognize the Safeway Grocery Co. as having better employees or thinking more of the welfare of their employees than the Federal Government—certainly not that many times greater.

Now, the executive branch has recognized that there are inequities existing in our Federal employees pay scale. The minority leader has pointed out they have recommended a study be made. I think that we are all in accord with that. But the study comes too late. They have known that these inequities have existed for years, and they should have taken

the initiative several years ago to propose a study and to propose a plan on which the Congress could act to correct these inequities. This is but a partial solution of the problem. After the study is completed we can come back and further improve the situation next year.

My third point is with reference to this estimated cost of \$680 million. I would hate to think that all of us who support this legislation are not as equally concerned about the fiscal condition of this country as those who oppose it. I submit that this instrument we have before us today, this legislation itself, is not in itself what is causing the additional cost of \$680 million. The reason why it is going to cost \$680 million more is because the Federal Government has assumed certain responsibilities and certain obligations as a Federal Government and is rendering certain services to the people of this Nation. Since we have assumed these responsibilities and obligations, it requires the employment of approximately 2.3 million people. We cannot economize by merely refusing to pay these people a proper salary and a competitive wage. Anybody that has any experience with business, anybody that has had any experience with employee-employer relationships knows that you cannot economize in your business by the blood and sweat of your employees. To those who are stressing fiscal responsibility today I say if you want to economize, then we can reduce some of these Federal services or eliminate some of these Federal responsibilities that we have assumed. We can eliminate some of the Federal agencies. Certainly we can employ better manpower utilization. Incidentally, the subcommittee of the Committee on Post Office and Civil Service has been holding continuous hearings on manpower utilization to try and improve and get more effective use of our personnel. This argument that this pay increase is too costly has been used in every proposal during the past 10 years, and yet I do not believe any of the previous opponents will say today that we should not have granted those previous increases, because even after granting those previous increases, we are still very far behind. I predict that in the future, after we have granted this pay increase, the opponents here today will then recognize and might even acknowledge that this increase was necessary. We cannot overlook the increase in efficiency and morale and the improvement in our competitive position with other industries by acting favorably on this legislation today. This is a reasonable, a fair bill. As I stated before, it is the result of a compromise, a good compromise. I hope it will receive the overwhelming support and approval of the membership in order to insure that when the bill comes back up here, if it is vetoed, we will have the necessary votes to override the veto.

Mr. BALDWIN. Mr. Chairman, I rise in support of H.R. 9883. This pay increase for Federal classified and postal employees is very much needed. The Federal Wage Board or blue-collar employees in the San Francisco area of California have received increases to-

taling 11 percent in the last 18 months. These increases were 5.1 percent in December 1958, and 5.9 percent in December 1959. However, the Federal classified and postal employees have received no increases during the same period. As a result, numerous classified employees in the San Francisco area are receiving lower salaries than wage-board employees who are working under their supervision. This is highly undesirable from a morale or administrative standpoint. H.R. 9883 will aid in correcting this situation. I think this bill is worthwhile and very much needed. I urge its approval by the House.

(Mr. BALDWIN asked and was given permission to revise and extend his remarks.)

Mr. REES of Kansas. Mr. Chairman, I yield 10 minutes to the gentleman from Michigan [Mr. JOHANSEN].

(Mr. JOHANSEN asked and was given permission to revise and extend his remarks.)

Mr. JOHANSEN. Along with a few minority members of the Committee on Post Office and Civil Service, and including the distinguished chairman and the ranking minority member, I have been fighting a steamroller today and for a number of days past. I have no complaint about that. I have no quarrel with it, although I think some of the tactics of the steamroller reflect on the legislative processes of this country and of this Congress. I hope the American people will know as a result of this debate a little bit more about the system by which we juggle a \$90 million percentage point of increase and kick it around when at the very same time there is a major scandal in the press, an effort to create the impression of a scandal, because of a \$90 expense account. But I have no complaint about the fact I am in a minority.

Mr. Chairman, I rise in opposition to H.R. 9883, and before I go further let me say that I have voted for the two pay raises for postal employees that became law since I have been in Congress. I voted for one of the two classified pay raises that became law. And I hope, if I am here for some years to come, to vote for some more. But I am opposed to H.R. 9883.

I realize that I need to be a little bit more explicit, because there have been a number of 9883's kicking around this House and in the committee.

I oppose the newborn, minutes-old form, this so-called 7½-percent bill, as it comes to us this afternoon direct from the committee delivery room after a very violent Caesarean operation, and with it still red-faced and squalling, wrapped in swaddling clothes. I oppose this newest legislative offspring just as I opposed the original, H.R. 9883, which was greatly ballyhooed prenatally, and which was subsequently disowned and orphaned by its own parent or parents; they claim some 80 fathers to the bill. And I oppose this newest H.R. 9883 exactly as I opposed the offspring that came to this House under this discharge petition, which had a very short life, which was abandoned in the desert of committee

reconsideration and left to gasp out its last breath all alone.

So let the record be clear that I am opposed to this bill. Now I am done with the obstetrical metaphors and I want to say some things in very blunt language. In doing so I address myself, Mr. Chairman, not so much to my colleagues here where the die is cast, but I address myself to the people of this country, to the taxpayers and to the Federal employees themselves, the two innocent bystanders in this tragedy-farce.

First of all this entire legislative undertaking has been an attempt to find out how much the traffic would bear and just how many political friends and votes could be picked up in the process of finding out how much the traffic would bear.

This is an attempt at successive, well directed, well engineered—and not all of the engineering and direction has come from within the Congress—a well directed and engineered attempt to retreat by successive steps to an ultimate victory of some sort.

I have great respect and regard for my friend from Louisiana and I do not criticize in the slightest his right to do what he did, but according to a report appearing in the publication of the National Association of Letter Carriers during a big super pay rally that was held here in Washington the first week of April, the gentleman is described as having said that he would fight to the limit to secure the passage of this bill, that is, the 12-percent and 23-percent bill. But even before the committee had completed its hearings the gentleman was asked by the chairman of the committee:

You do not seriously insist on the 23 percent?

And his answer was:

No, sir.

There was never a motion made by this gentleman in his own behalf or in behalf of these other gallant sponsors of this bill; there was never a motion made in committee to vote out this bill or even give it consideration in the executive session.

Mr. PILLION. Mr. Chairman, will the gentleman yield?

Mr. JOHANSEN. I yield to the gentleman from New York.

Mr. PILLION. Did the committee consider restricting the increase to salaries of \$7,000 or less?

Mr. JOHANSEN. No, the committee did not, principally because the committee under the legislative principle that has been followed has not had a chance to consider very much of anything.

Mr. PILLION. Does the gentleman believe that salaries of \$15,000, \$16,000, or more should have this increase?

Mr. JOHANSEN. The persons up to the highest level in the classified service get the straight 7½ percent.

I will say in further response to the gentleman, and this goes to my second point, this is an election year, something for everybody on the Federal payroll bill. I will say to the gentleman that even the efforts of the minority in the committee to get separate consideration

on the floor of this House in separate bills as between the postal employees and the classified received the same steamroller treatment as was given the entire effort on the part of the minority opposition to the bill.

Mr. PILLION. I thank the gentleman very much.

Mr. JOHANSEN. I want to go further and say this, the President of the United States immediately after the last 10-percent pay increase, at a time when the pay issue was not before the Congress, at a time when no one in good faith could accuse him of stalling tactics, recommended a Hoover Commission type of study to go into this whole program of Federal pay policy and pay procedure. That recommendation was repeated twice thereafter by the President of the United States.

I want to report to this House that on this very morning, as a member of the committee, the recommendation of the President of the United States was offered by the gentleman from Michigan as an amendment, and I will say to the committee that the recommendation of the President of the United States received considerably less courteous consideration than have the recommendations of some of the presidents of some of the organizations who represent the employees, and, of course, have a perfect right to do so.

I want to point out a third fact about this whole situation. This legislation involves the one kind of book burning which the liberals are in favor of and practice with great enthusiasm. I do not know whether the gentleman from Illinois [Mr. O'HARA] is on the floor or not, but I call your attention to the fact that on the 3d of June when we saw the spectacle of this House being enlisted in cooperation with the effort to secure the 219 signatures, the gentleman from Illinois [Mr. O'HARA] said, and I quote him accurately, I think, that:

When it comes to human need I would never find the answer in a book of arithmetic.

I respect the gentleman's right to that view.

Mr. O'HARA of Illinois. Mr. Chairman, will the gentleman yield to me?

Mr. JOHANSEN. Of course I will.

Mr. O'HARA of Illinois. I thank the gentleman for his courtesy. He quoted me correctly. Does the gentleman disagree? Does the gentleman contend that human needs should be left to the mathematical calculation of cold hearts?

Mr. JOHANSEN. I would be very glad to answer the gentleman.

Mr. O'HARA of Illinois. I wish the gentleman would.

Mr. JOHANSEN. I would be very glad to if the gentleman would permit me, but let me complete what I was saying and I think that will answer the gentleman. Let me say this, that I know of no sure way in which we can assure that this country, the people of this country, and the employees of this Government will know a more crucial and desperate need, I know of no sure guarantee that that will happen than if we continue persistently in this country to ignore and

fail to find the answers in a book of arithmetic.

Mr. O'HARA of Illinois. Mr. Chairman, will the gentleman yield further?

Mr. JOHANSEN. I cannot yield further.

Mr. O'HARA of Illinois. The gentleman has mentioned my name. Is he afraid?

The CHAIRMAN. The gentleman declines to yield.

Mr. JOHANSEN. Is the gentleman implying that I am afraid?

Mr. O'HARA of Illinois. The gentleman from Illinois would never question the courage of his good friend, the gentleman from Michigan. But, on general principle, I take it that any man who does not want to yield after mentioning my name is afraid to face the issue. I, of course, would respect both the sincerity of his conviction and his caution in retreat.

Mr. JOHANSEN. I will be very glad to yield if the gentleman will make it very clear that he does not think the gentleman from Michigan is afraid.

The CHAIRMAN. The time of the gentleman from Michigan has expired.

Mr. REES of Kansas. Mr. Chairman, I yield 2 minutes to the gentlewoman from Illinois [Mrs. CHURCH].

(Mrs. CHURCH asked and was given permission to revise and extend her remarks.)

Mrs. CHURCH. Mr. Chairman, I particularly thank the ranking minority Member on our side for granting me this time, because I am sure he knows that most reluctantly, most regretfully, but in my case most necessarily, I am going to take a position opposite to his, on this legislation. I am going to vote for this bill. And because it is so exceptional a rarity for me not to support fully the position of the administration on fiscal matters, and because I think my position parallels that of many in this House who share my constant concern for sound fiscal policy, I would like in 2 brief minutes to tell you why I am so voting. I am voting for this bill, Mr. Chairman, because this is the only avenue given to me after all the 17½ months of this Congress wherein I can keep not a spoken pledge but certainly an assurance that I gave to those Government workers in my own district whom I know to be deprived of what they need to live decently, particularly the many in the lower grades, without taking extra jobs and without having their wives also working outside the home to obtain a necessary supplementary income. I have made a personal study of the family budgets and salaries of the classified workers and the postal workers in the 13th District over the period of the last 4 years. I speak from definite knowledge of the inadequacies of the salaries and the subsequent unsalutary effect upon both the service itself and upon the morale and actual physical well-being of those who are attempting to raise families on inadequate salaries—or are forced to supplement those salaries to the extent of having a second position of their own and/or additional work outside the home on the part of the wife and mother.

The difficulty of obtaining and of retaining trained workers has become increasingly difficult as competition continues to increase through the rapid development of new industries which offer a salary range that cannot fail to attract men of good intent whose first responsibility remains for the welfare of their families.

Aside from the deleterious effect on the service through frequent turnover and disrupted and insufficient service, however, I deplore the additional effect upon the worker himself who must attempt to support his family on a wage which, in our area and similar areas where the cost of living is high, simply cannot meet even the simplest needs of family living.

The area which it is my privilege to represent has an exceptionally high cost of living index. In fact, an analysis of the price index of the entire Chicago area, according to the Consumer Price Index for all items as of January 1960 shows the great extent to which the Chicago area is above the national level.

The annual budgets that have been submitted to me in 1960 by postal workers in the 13th District bear mute but effective testimony to the effect of this high consumer price index on Government workers on low-fixed salaries. Of the budgets so submitted, only 7.5 percent showed any surplus after deducting the cost of basic necessities. Of this 7.5 percent, half of these represented single men and none within this category had more than two dependents.

Investigation further showed that almost 75 percent of the postal workers whose returns were analyzed were forced to seek additional income in order to meet basic living costs.

Some budgets presented to me showed, despite extreme care and an effort at thrift, a deficit of over \$1,000 per year in meeting just the ordinary expenses of living. In certain post offices there is evidence that certain workers hold, in fact, three part-time jobs in addition to their basic postal work. Past raises in pay have been more than absorbed by the rising cost of living.

Mr. Chairman, were there time, I could quote from letter after letter from Government employees whom I know and trust. These letters attest the inadequacy of present pay, and deplore the effect of that inadequate pay upon both the branch of Government which they serve and pointedly upon their families.

In the face, therefore, of reports which I personally have investigated and know to be true and not exaggerated, I could not possibly deny an increase at this time.

In other words, Mr. Chairman, without taking time to go into the sociologically bad effect on both the community as well as the family involved when a government worker is forced to live on insufficient pay, I would repeat that the present measure offers to me and others in similar circumstances the only avenue through which I can help the Government workers involved to obtain the increase in income which I know they need.

It, therefore, today, cannot be with me just a question of whether this bill is

completely right or the plan just as I myself would have sought to make it. It is not just a question of how much I may dislike the "gag rule" for which some of my colleagues condemn the measure. I only know that I cannot possibly refuse to bring to those in my own area, particularly to those in the lower grades, what I think the Government of the United States owes its workers—a living wage.

Mr. Chairman, I yield back the balance of my time.

Mr. MORRISON. Mr. Chairman, I yield 3 minutes to the gentleman from West Virginia [Mr. HECHLER].

Mr. HECHLER. Mr. Chairman, not long ago I received a letter from a postal worker which moved me very deeply.

For some time I have been very interested in the first Allied crossing of the Rhine during World War II at Remagen Bridge—which will go down as one of the greatest exploits in American military history. I have followed the record of the heroes of the Remagen Bridge carefully since 1945. I know all of these men like brothers. I have visited with them and eaten at their homes. They correspond with me regularly.

This letter comes from a mail handler in the New York City post office named Anthony L. Samele. Tony Samele is a big, optimistic fellow who married his childhood sweetheart. When Remagen Bridge loomed, he was a squad leader in the point infantry company. Not only did he lead his squad in the precarious crossing of the bridge, but he helped clean a German machinegun nest out of one of the big towers on the bridge. He was the third man in the American Army to hit the east side of the Rhine on that dramatic day of March 7, 1945. He writes to me:

Everything has not been going too well for me since my Army days. I'll explain, as briefly as possible, to tell you what my life has been like since leaving the Army.

I'm married to a swell girl and have two children. I've been a regular mail handler in the Post Office Department for the past 8 years. My salary is \$4,450. After taking out pension money and taxes, there is hardly much left. I live in three small rooms, with poor heat and ventilation. As my family increased, demands became more and more, and I was forced to borrow, since my earnings were insufficient to cover expenses.

My wife worries about the health of the children and not being a well person to start with she became very sick mentally and physically.

My wife had lost the sight of her right eye at the age of 5 as the result of a bad fall. This week, she was rushed to the Bronx Eye and Ear Hospital for an emergency operation on her other (left) eye. I had taken her to see two eye specialists, and both of them agreed that an operation was the only thing to do or she would be completely blind. It's been 4 days now and we still do not know the outcome. The doctor will not commit himself. As I'm writing this letter to you, I'm hoping and praying that everything will be OK with me.

The doctor wants his money, the hospital wants their money, and me with no hospitalization plan of any kind or money to pay them.

KEN, I have never asked anyone for a favor big or small. I'm no hero. I tried my best for my country when I was in the service. I've tried my best to support and maintain a family. I've never approached anyone for

a handout, I don't know how. If it's within your power to help me, I would appreciate it very much and be grateful to you for the rest of my life.

Now, here is one of World War II's outstanding heroes—one of the eight enlisted men to receive a Distinguished Service Cross for his courage. Yes; I will help him, and help thousands of other loyal and hard-working postal employees and I hope the membership will join in supporting H.R. 9883 to give these people a well-deserved raise in their wages. And if the President sees fit to veto this bill, I shall vote to override the veto.

Mr. REES of Kansas. Mr. Chairman, I yield 5 minutes to the gentleman from Pennsylvania [Mr. CORBETT].

(Mr. CORBETT asked and was given permission to revise and extend his remarks.)

Mr. CORBETT. Mr. Chairman, I asked for this time to discuss issues which are not going to arise. Personally, I should feel some sense of exaltation today because I told you very early in this debate on the salary issue that a 7½-percent increase was approximately correct, and I do congratulate all of those who have extended this necessary and desirable increase for having arrived at a figure which seems to me to be most realistic and which seems to me to be passable.

I think all of us recognize that when these bills do come to the floor including large numbers of people that there can be inequalities, there can be groups covered that should not be covered; there are groups which perhaps did not receive all they should get; but we should remember that the Congress of the United States is a continuing body and that grievances can be adjusted at all times, corrections can be made when those in charge of a legislative program desire them to be made.

So, Mr. Chairman, I am simply rising here today to state that I am definitely in favor of this bill; that I think over all it is a good bill, that it can become law, and that it can result in necessary increases for all but a few of our employees.

I recognize, as some of you do, that the bill in all its aspects is not exactly as I would like to have it; but under all the circumstances which have prevailed I believe this is a bill which we can support in sincerity and honesty. Where individuals have objections they can go to work to make those objections felt in the year ahead.

Therefore, Mr. Chairman, I again urge that all of those who have any regard for the majority judgment of this committee which did work long and hard on this bill and which found itself confronted with nothing really new this morning, we all recognized that what has been in the papers, what has been discussed time after time was nothing new, and I do not think those arguments are very valid. No one should have been surprised by what was voted on.

So I am going to support this bill and urge my colleagues to do the same.

Mr. Chairman, I yield back the balance of my time.

Mr. REES of Kansas. Mr. Chairman, I yield 1 minute to the gentleman from California [Mr. YOUNGER].

(Mr. YOUNGER asked and was given permission to revise and extend his remarks.)

Mr. YOUNGER. Mr. Chairman, I want to make just one remark. This situation proves how ludicrous it is for the Congress to attempt to set salaries. Here in one week the committee reports a 9-percent salary increase, and then in a couple of weeks they report an amendment to 7.5 percent, with no basis in fact whatsoever. Until this Congress gets to a point of putting salaries under the control of a board and making them on a regional basis you will never have justice for the employees in high-cost areas, one of which I represent.

I am certainly sorry to see this spectacle on the part of the House making in one week a 9-percent recommendation and within the next week a 7.5-percent recommendation. It proves just how wrong we are in trying to set salaries on this kind of a basis.

Mr. REES of Kansas. Mr. Chairman, I yield 5 minutes to the gentlewoman from New York [Mrs. ST. GEORGE].

Mrs. ST. GEORGE. Mr. Chairman, this bill comes before us in a very strange manner. I am very happy that I have been able to be here during the debate. In the committee this morning I heard absolutely nothing about the present bill, H.R. 9883, as amended, in the way of explanation. The gentleman who offered the amendment did not take time to explain it; he did not seem to consider that was at all necessary, although it is my recollection he was enthusiastically in favor of a 9-percent pay raise bill which was taken from the Speaker's desk by way of discharge petition. I voted for that 9 percent. Of course, I would like to know some good reason besides political reasons, which I think I know, why we should suddenly be brought face to face with a 7.5-percent increase.

Mr. Chairman, even the 9 percent was considered highly inadequate by all proponents of this legislation. We started out with 23 percent, then we went slowly and gradually down until finally with tears and groans and ice water in our veins we decided on 9 percent as the very lowest that could be offered. Here we appear with 7.5 percent. How do we explain such a situation? I think there are two ways of explaining it.

First of all, what the gentleman from California has just said is eminently correct. We have shown ourselves as a committee and as a body—that is, the Congress of the United States—to be completely unfit to set wages.

During a colloquy I had with one of the employee representatives I said to him what I would like to say to many of the proponents of the present bill, not the original 9 percent—that this is the finest argument I have ever heard in my life for private enterprise.

We have been told how wonderfully the great corporations treat their employees as compared with the U.S. Gov-

ernment, and I agree with that 100 percent. So I said to this gentleman:

How would you feel about doing what the late John Wanamaker suggested many years ago? He said, "I will be very happy to take over the postal service of the United States. I will run it efficiently, I will have no trouble with my employees, and I will make money out of it."

Mr. Chairman, that is the situation, and I think it is a situation that we had better consider very seriously.

We get ourselves into this hassle, Mr. Chairman, to my certain knowledge, at least every 2 years and usually once a year. It is never a satisfactory solution. Everything we do is always too little and too late, and this is going to be much too little and much too late.

Some time ago I offered an amendment to this bill in the nature of an escalator clause, such as has been used very successfully in private industry. That would not be considered because, of course, we know perfectly well that the leaders of the employee groups do not want anything that would automatically take care of their people, so that they would be perfectly well off and would not have to come in year after year with this kind of a compromise bill which, apparently, we all agree is quite inadequate and insufficient.

Now, Mr. Chairman, I believe in the committee system and I believe in our system of government. And, I must say here and now that if we are to be governed by discharge petitions, I would suggest that we go right ahead on that basis; that we send the Congress of the United States back to other occupations for which they would probably be better fitted and that we leave this matter entirely in the hands of pressure groups and the Executive. But, this is certainly not what we, when we took our oath of office, believed we were doing. This is certainly not what I, when I first came to this Congress, expected to be called upon to do. I expected to work in committee, to understand what was being brought out of committee, not to have things shouted through the committee; not to have them brought out on the floor unexplained. Why, this bill was never on our desk in the committee until 11 o'clock this morning. I understand that some members of the committee did have copies last night. I understand that one member of the committee did not even have a copy this morning. This is no way to legislate.

The CHAIRMAN. The time of the gentlewoman from New York has expired.

(Mr. GROSS asked and was given permission to revise and extend his remarks.)

Mr. GROSS. Mr. Chairman, I yield myself 10 minutes.

Mr. Chairman, I had hoped to be able to support a pay raise bill on behalf of postal workers who do not have the flexibility in their pay structure that is provided classified employees. I had hoped to be able to support a reasonable increase for postal fieldworkers, particularly in the lower brackets, but I am not going to be given that oppor-

tunity. I offered a motion in committee when the 9-percent bill was considered to separate postal field workers from title II of the bill, which brought in all other employees. My motion was defeated. I cannot support a 7½-percent increase across the board for all employees of the Federal Government.

The gentleman from Louisiana [Mr. MORRISON] and the gentleman from Virginia [Mr. BROXHILL] say that this is fair and reasonable legislation. Well, if it is, what label did they put upon their 23-percent bill, and then their 9-percent bill? If this is fair and reasonable, what label did you put on those bills? Now, I would like to ask the gentleman from Louisiana [Mr. MORRISON], the leader of this movement, when hearings were held before our committee on the foreign service pay section of this bill?

Mr. MORRISON. Is the gentleman yielding to me?

Mr. GROSS. Yes. I am trying to get an answer to my question.

Mr. MORRISON. Well, it so happens that the chairman of the committee was conducting the hearings, and he conducted all the hearings, so I think the question should be addressed to him.

Mr. GROSS. If the gentleman attended the hearings on his own bill he must have known whether any witnesses appeared to justify an increase in pay for all foreign service employees.

Does the gentleman know or does he not know?

Mr. MORRISON. I was not there every minute of the time. It is possible that testimony could have been had when I was not there. All I did was introduce the bill which was considered by the committee. The chairman of the committee had control of the time, as to when witnesses would be heard who were for the bill and when witnesses would be heard who were against the bill. I am sure the gentleman has the same access to that information as I have.

Mr. GROSS. The gentleman can say whether they were there without going into a speech.

Mr. MORRISON. I am sure the gentleman knows as much as I do about who testified and who did not testify.

Mr. GROSS. The gentleman knows, if he attended the committee hearings, that not a single witness appeared on behalf of the State Department in behalf of a pay raise for all Foreign Service employees.

I would like to ask the staff member for the committee who is sitting next to the gentleman from Louisiana to answer the question, but I am sure that would be a violation of the rules of the House.

Does the gentleman know when hearings were held on the 25 supergrades that were put into this overnight bill? When were hearings held to justify the 25 supergrades that the gentleman has in the amendment he offered this morning?

Mr. MORRISON. That does not create 25 supergrades. It merely re-allocates existing supergrade positions. The cost of title II not over \$40,000 a year. And I might add that this is one thing in this bill that President Eisen-

hower wants, because that is what he requested. I am very hopeful that by giving him what he wants—

Mr. GROSS. Mr. Chairman, I refuse to yield further. I did not yield to the gentleman for a speech in behalf of the President of the United States. I doubt very much that the President approves this bill. But I cannot recall a single witness appearing before our committee in behalf of 25 more supergrades, nor do I remember a single witness appearing before our committee this year in behalf of a new \$19,000 poo-bah in the Department of Health, Education, and Welfare. If any member of the committee knows when any witnesses appeared before the committee to justify these high priced employees, I wish they would tell me. I do not know who dreamed this up. I assume it was dreamed up along with some more of the stuff that was dreamed up last night and rammed through the committee this morning.

Mr. JOHANSEN. Mr. Chairman, will the gentleman yield for a question?

Mr. GROSS. I certainly do.

Mr. JOHANSEN. Is it not obvious that the reason why there were no hearings on these items is because these items were never in the bill, until the amendment was put before us today?

Mr. GROSS. And yet they put a batch of supergrades in this bill and gave them nice, fat increases; supergrades calling for up to \$18,500 a year. Under the terms of this bill they will get somewhere around a \$1,000-a-year increase, some of them more.

But what is the increase for the 349,939 postal field service employees in level 4? Can the gentleman from Louisiana tell me how much he proposes to increase the top step in that level, while he is proposing to increase these supergrades and others by \$1,000 to \$1,200 a year? By how much is he going to increase these postal workers?

Mr. MORRISON. The gentleman has asked me a question which may be rather confusing. I wish to say that there are no more supergrades created. There are just 25 supergrades reallocated. Several other jobs are increased, at a cost of less than \$40,000 a year and which the administration asked for. As far as the increases in the class to which the gentleman is referring, if he will get out his paper and pencil, he can get the answer by taking their present salary and increasing it by 7½ percent.

Mr. GROSS. The gentleman is the author of this bill and he ought to be able to tell me what the increase is in the top bracket of the supergrades, as well as the highest increase to be given in level 4 where there are almost 350,000 postal employees.

Mr. MORRISON. The answer is very simple, 7½ percent.

Mr. GROSS. You bet your life, 7½ percent. You give several hundred superdooper employees an increase of \$1,000 a year or more while a level 4 postal worker gets around \$300 a year or less; is not that correct?

I might add that it appears the amendment will increase the pay of secretaries to Senators to \$17,500 a year

or an increase of about \$1,000 a year. Can it be that these employees and others are suffering far worse than other workers trying to support families on \$5,000 and \$6,000 per year?

Mr. MEADER. Mr. Chairman, will the gentleman yield?

Mr. GROSS. I yield to the gentleman from Michigan.

Mr. MEADER. Can the gentleman tell the House how much this committee amendment is going to cost the Government annually?

Mr. GROSS. I saw it for the first time when I arrived on the House floor this afternoon.

Mr. MEADER. Has any estimate been made about that?

Mr. MORRISON. If the gentleman will yield, I can answer that. It is slightly under \$700 million, or between \$680 million and \$700 million. It is \$150 million less than the 9 percent bill which was the basis of the discharge petition.

Mr. MEADER. Will the gentleman give me the source of that \$680 million figure?

Mr. MORRISON. The committee counsel.

Mr. MEADER. It was not made by the Budget Bureau, as was the estimate on the original bill? Is that correct?

Mr. MORRISON. No.

Mr. GROSS. The bill we are actually considering at this time is a 9 percent bill. What we are talking about in dealing with the 7.5 percent increase is the amendment railroaded through the committee that may or may not be adopted. I assume it will be. But what we are actually dealing with at this moment is a 9 percent increase, not 7.5 percent. That is the bill that the discharge petition went to, and then they walked off and left it as they did with the 23 percent increase on which all the hearings were held.

My objection to this bill is that it goes across the board. It gives to those who least need the increase the greatest increase, compounding the inequities that already exist, and with no opportunity or disposition to correct these inequities. That is why this bill is so wrong and why I cannot support it.

(Mr. DULSKI asked and was given permission to extend his remarks at this point in the RECORD.)

Mr. DULSKI. Mr. Chairman, I rise in support of the bill, H.R. 9883, as amended by the Committee on Post Office and Civil Service.

As a member of the committee, I had an opportunity to hear and to review all of the testimony offered during the extensive hearings on this legislation, and as a result of those hearings can only conclude that the increase provided in the bill before us is completely justified.

It should be obvious to anyone that postal and Federal employee wages have not kept pace with wages paid in private industry in the past 20 years. Despite this condition, those who oppose this legislation ask that we wait another year to take any action so that a study now in process may be completed. In view of the studies that have been made in recent years, particularly the study by the administration-sponsored O'Con-

nell Committee, whose report, to my knowledge, has never been published, I am forced to conclude that this problem has already been studied to death. In the report of the O'Connell Committee, it is readily admitted that "Salaries fixed by statutes have not been adjusted in a timely and adequate manner in response to general changes in non-Federal salary levels." In the face of that conclusion—a conclusion upon which the administration took no action—I have no reason to believe that the study now being conducted would have any result.

Further, I think we should recognize that the current study, which has been rather widely described as a study by the Bureau of Labor Statistics, is not what it seems. In the first place, the Bureau of Labor Statistics is simply making a survey of white collar wages. For a number of years the Bureau has been making a study of white collar wages in some 20 areas, and is extending that survey to an additional 60 metropolitan areas. Once the figures are gathered, the Post Office Department and the Civil Service Commission, and not the Bureau of Labor Statistics, are going to make comparisons of the wages paid to postal and other employees in thousands of different positions.

Personally, I have no hope that either the Post Office Department or the Civil Service Commission will arrive at any conclusions as a result of the survey greatly different from those expressed to our committee. Since the survey is limited to about 29 white collar positions, 23 of which are commonly filled by women or girls in private industry, it is hardly likely that it will provide information upon which anyone could logically or fairly determine a comparable wage for post office clerks and letter carriers.

The Bureau of Labor Statistics already has all the figures anyone would need to determine what a fair wage should be, and witnesses appearing before our committee demonstrated by means of these figures that since July 1951, average industrial wages have been increased approximately 70 cents per hour or 45 percent, while postal employee salaries have increased only 38½ cents per hour or 19 percent. To me this is sufficient evidence that there is an immediate need for postal and Federal employee salary increases. For that reason, as a member of the committee, I supported the majority opinion which is now before us.

My position is perhaps best summed up by a statement made by one of the witnesses appearing before our committee, Mr. E. C. Hallbeck, of the National Federation of Post Office Clerks, who presented facts which clearly demonstrated that—

First. Postal wage increases have lagged more than 25 percent behind wage increases granted in private industry since 1951.

Second. The productivity of post office clerks has continued to increase which in itself warrants salary increases.

Third. The administration by its part in the settlement of the steel dispute

stands committed to further wage increases in private industry.

For these reasons, Mr. Chairman, I shall vote for the bill now before us. I hope that the President will approve this legislation. If he does not, I shall certainly vote to override a veto.

Mr. MORRISON. Mr. Chairman, I yield 4 minutes to the gentleman from Michigan [Mr. LESINSKI], a member of the committee.

Mr. LESINSKI. Mr. Chairman, I think it is very important to know that the administration has requested additional supergrades. Also increases in the upper levels. In past years when we had given an increase across the board, the result was to narrow the wage level difference between the upper and lower grades, bringing about a serious inequity in the salary structure and violating the accepted principle of equal pay for equal work and responsibility.

A further point I want to mention here is that the last Federal Pay Act of 1958 which amounted to an increase of 10 percent created a considerable amount of new purchasing power. The pay increase we are considering at the present time increases the purchasing power of the American public about \$2 billion a year in terms of the gross national income.

The purchasing power of the American public is going down. We have unemployment in various sections of the country. This will be a stimulant to our national economy.

But disregarding that, the equity of this measure is that the Federal employee as such is in need of an increase in his take-home pay, so as to bring him closer to industry in the high cost of living area in which most reside.

Also, although the Postmaster has given us figures that they have a large number of applications requesting jobs in the Post Office Department, those are in areas where unemployment is high, like Detroit, and some in the low-cost-of-living areas where there is a large demand for postal jobs.

I hope the committee will act favorably upon this legislation. In order to keep good well-trained employees in the employ of the Federal Government we have to give them a fair salary commensurate with the work they do.

Mr. HOLIFIELD. Mr. Chairman, will the gentleman yield?

Mr. LESINSKI. I yield to the gentleman from California [Mr. HOLIFIELD].

Mr. HOLIFIELD. The gentleman from Michigan [Mr. MEADER], asked this question. On page 2 of the committee report the budget figure of the 9-percent raise was \$846,306,500. That is on a 9-percent basis. If you take off 1½ percent of that, which is one-sixth of it, you take off approximately \$141 million. Then there was another adjustment downward which amounted to about \$8 million. So in round figures, and I am only giving round figures, the difference between this bill, and it is just as statistically justified as was the figure of \$846 million because it is based on that figure, is about \$150 million less than the 9-percent figure which was given to

us by the Civil Service Commission and approved by the Bureau of the Budget.

Mr. LESINSKI. In other words, the gentleman from California is saying that the figures presented have been substantially verified by the Commission. I thank the gentleman from California for his contribution.

(Mr. LESINSKI asked and was given permission to revise and extend his remarks.)

Mr. GROSS. Mr. Chairman, I yield 2 minutes to the gentleman from Pennsylvania [Mr. FULTON].

Mr. FULTON. Mr. Chairman, in order to be plain I have first outlined my points in favor of this legislation for the postal workers and Federal employees' pay raise.

First. This pay raise will not unbalance the Federal budget nor cause a deficit.

Second. Twenty-five percent of this pay raise will come back to the Government in taxes.

Third. Our U.S. economy of \$500 billion of gross national product this year must be a balanced economy, giving due regard to necessities of our working people, as well as the production of luxuries. We in America should stop starving our community services and provide adequately for the workers who provide these necessary basic services.

Fourth. Government employment should be a model for other employers and employees in our U.S. economy. Government employment and Government employees should not be continued as another chronic depressed area. Whether or not Government employment is officially designated as a chronic depressed area, it certainly carries the general public reputation.

Fifth. There is no doubt about the efficiency and loyalty of our American people working in the postal service, and in Federal employment. But there is and continues to be a large turnover of these Government employees which shows the need of a pay raise, and basic dissatisfaction over wages, salaries, fringe benefits, and conditions of employment. This turnover of Government employees is unnecessary, causes inefficiency, and higher costs to the Government and to the taxpayers.

Sixth. This bill is not inflationary, as the pay raise for Government employees will go to provide the minimum necessities for families, food, clothing, housing, education for children, and transportation.

Seventh. We in Congress have a special responsibility to our U.S. postal workers and Federal employees. We have a tradition in America that adequate pay for a good day's work is an American heritage. Congress has this responsibility for the public employees. Nobody can reasonably argue that the present level of pay is adequate. Recognition should be given to the loyal service given by postal and Federal employees because it is the special concern of the Congress, as the employer who sets the rates for those employees. We in Congress are their employers and the guardians of Federal employment. A

fair day's pay for a fair day's work is basic to our U.S. free enterprise system.

Eighth. Congress should see that all groups in our Nation's economy move ahead and progress together. I do not believe that any one group, particularly Federal and postal employees should fall behind. Likewise, if the level of Government employment does fall behind the level of employment of private industry, Government efficiency and Government employees will suffer. Private industry will be in a position of competition that can only be disastrous to employment for necessary public programs. Government employment must therefore compare favorably with employment conditions in private industry.

Ninth. When we have a group that has been as loyal as these U.S. Government employees have been—there have been no strikes and no industrial trouble, and when they have uniformly provided efficient services day and night, we should give such worthy service to our American people, every recognition, and back this pay raise fully. I think the compromise of 7½ percent recommended by the Post Office and Civil Service Committee is certainly a minimum amount which we should approve promptly.

In conclusion, I urge strong support of the current pay raise bill, H.R. 9883, and recommend adoption of the proposed committee amendment as a compromise to insure action in this session of Congress.

All that our good postal workers and other Federal employees ever have asked of their Government is timely and fair salary provisions. They do not ask for any special or extraordinary treatment, but they rightfully expect not to suffer discrimination.

Review of the record before the Post Office and Civil Service Committee confirms the overwhelming weight of evidence presented, at the committee hearing on H.R. 9883 and over 80 companion bills, including H.R. 9997, which I introduced on January 27, 1960, that immediate and substantial Federal employee salary adjustments are necessary in the interest of efficiency in the Government and fairness to Government employees. I firmly believe that all groups in our economy should move ahead economically at the same rate, and this pay raise is necessary to meet this test.

A man must receive a full day's pay for a full day's work, whether he works in private industry or the Government. The beneficiaries of this bill, our postal workers and Federal employees, can be no exception.

In the hearings before the committee, representatives of postal and other Federal employees clearly demonstrated that their salaries are well below salaries paid their fellow workers in private enterprise whose levels of responsibility are comparable. These employees proved that their salaries have been, and are today, far behind the U.S. national economy.

The Federal employees who are seen most by the general public, the taxpayers, the citizens of these United States, our fine letter carriers, whose motto,

"Neither rain, nor hail, nor snow, nor black of night shall stay these couriers from their appointed rounds," are the direct public representatives of our Government, yet they cannot meet the rising cost of living as well as their neighbor who works in private industry, and cannot educate his child to be the engineer, scientist, or teacher which our Nation now needs.

The time for sympathy is past, the time for action is now. Now is the time to begin the end of this discrimination. Now is the time to vote for the bill, H.R. 9883, with the proposed compromise.

Mr. Chairman, I strongly urge the prompt adoption of the bill and the committee amendment.

Mr. MORRISON. Mr. Chairman, I yield such time as he may require to the gentleman from California [Mr. ROOSEVELT].

[Mr. ROOSEVELT addressed the Committee. His remarks will appear hereafter in the Appendix.]

Mr. MORRISON. Mr. Chairman, I yield such time as he may require to the gentleman from Minnesota [Mr. KARTH].

Mr. KARTH. Mr. Chairman, today 1.6 million Federal employees and their families are watching our deliberations to see if their Government, their employer, will courageously face up to the ugly economic fact that the record high cost of living has reduced their standard of living.

These employees and their families have confidence that the Congress will help restore to them some of the economic position which they lost relative to their counterparts in private industry. As was pointed out so capably in the committee's report submitted by the gentleman from Louisiana [Mr. MORRISON]:

All that postal and other Federal employees ever have asked of their Government is timely and fair salary provisions. They do not ask for any special or extraordinary treatment, but they rightfully expect not to suffer discrimination or to be sacrificed on the altar of personal or political ambitions. Committee deliberations on the salary problem this year demonstrate once more that the Federal employees can expect and obtain sympathetic and fair salary consideration only through appeals to their elected representatives in Congress. They cannot hope for proper recognition at high executive levels, in terms of fair compensation, for the loyal and efficient services they render.

The House Post Office and Civil Service Committee has considered Federal salary legislation in each of the last four Congresses, including the 86th Congress. Only once in this 7½-year period has there been an administrative proposal for upward salary adjustments—a 5-percent increase during the 84th Congress. All other general salary increase bills have been bitterly opposed. Had the administrative recommendations been followed, over 500,000 postal workers and over 1 million other Federal employees might have received only a 5-percent increase in 7½ years. There have been three vetoes of pay raise legislation during this period.

Notwithstanding constant administrative opposition, the Congress has succeeded in providing salary increases totaling nearly 20 percent for postal employees and slightly less for other Federal employees during this 7½-year period. Were it not for the interven-

tion of Congress, therefore, Federal employees would be in even greater distress than they now find themselves.

Review of the record confirms the overwhelming weight of evidence presented, at extended committee hearings on H.R. 9883 and over 80 companion bills, that immediate and substantial Federal employee-salary adjustments are necessary in the interest of efficiency in the Government and fairness to Government employees.

I think it is of the utmost importance that we unmask for all to see the ruthless attitude of this administration toward Federal employees. We ought to make clear to those of the public who are still misled by the slick Madison Avenue slogans that this much self-advertised "Administration with a heart" has tenderness in its breast—but only for bankers for whom it has every sweet solicitude and whom the administration has enriched to the tune of billions in unwarranted high interest rates paid by each of us.

During the hearings before the House Post Office and Civil Service Committee the administration, through its spokesmen, Maurice H. Stans, Robert B. Andersen, and Arthur E. Summerfield staunchly fought well-deserved pay raises for Federal employees, calling such increases inflationary, unjustified, fiscally irresponsible—and, yes, practically un-American.

I am confident that this Congress will again intercede for the many, many conscientious and loyal Government workers and make it unmistakably clear that to hold a Federal job a man or woman does not implicitly have to take a vow of poverty.

I strongly urge the passage of H.R. 9883 by such an overwhelming vote that any thought of a sustainable veto will be out of the question.

Mr. MORRISON. Mr. Chairman, I yield to the gentleman from Pennsylvania [Mr. QUIGLEY], such time as he may require.

[Mr. QUIGLEY addressed the Committee. His remarks will appear hereafter in the Appendix.]

Mr. MORRISON. Mr. Chairman, I yield such time as he may require to the gentleman from Missouri [Mr. BROWN].

(Mr. BROWN of Missouri asked and was given permission to extend his remarks at this point in the RECORD.)

Mr. BROWN of Missouri. Mr. Chairman, our distinguished colleague, the gentleman from Missouri [Mr. MOULDER], is in Walter Reed Hospital today or he would have been here to vote for this bill.

Mr. MORRISON. Mr. Chairman, I yield such time as he may require to the gentleman from New York [Mr. GILBERT].

Mr. GILBERT. Mr. Chairman, as a member of the House Committee on Post Office and Civil Service, I had the opportunity to listen to the many witnesses who appeared at the hearings held on the pay-increase bill now before us for consideration. It was clearly proven, to my satisfaction, that an increase of at least 9 percent would have to be granted if our postal and classified Federal employees were to be given adequate help.

They have been suffering real hardships; they have been struggling under the burdens of ever-increasing living costs and high taxes. Those with families to support have found it impossible to make ends meet, and meager living and deprivations have been their lot. In a high percentage of cases, postal employees have had to seek outside work in addition to their post office positions, in order to meet their obligations. This has meant the sacrifice of loss of time with their families and a lessening of their morale and sense of well-being. We find that many wives have had to leave their home duties and find jobs in order to help maintain a decent standard of living. All this is most unfair; surely, our faithful employees are entitled to a living wage, to time for recreation, to a just reward for the services they render.

I was happy to vote for the 9 percent increase and pleased when our committee took favorable action on the bill. Thereafter, when it appeared that there would be a serious delay in bringing the pay increase bill before the House for action, a petition was placed on the Speaker's desk to discharge the Committee on Rules from further consideration of the bill. Although I was engaged in a serious primary contest in my congressional district, I made a special trip from New York to Washington for the sole purpose of signing the discharge petition, and then returned immediately to New York to continue with my arduous campaign schedule. I wished to make this effort for our postal and classified Federal employees, because I appreciated the fact that it was imperative for Congress to take favorable action in their behalf without further delay.

Now it appears that the 9 percent increase voted by our committee is in grave danger of defeat; that the President would veto such a bill, and that we do not have enough strength to override the veto. A compromise appears necessary, and the increase of 7½ percent is now proposed. Although I feel that an increase of at least 9 percent should be granted, if that would mean complete defeat of a pay increases bill until next year, then I am compelled to go along with the compromise figure. While the 7½ percent figure is inadequate, it will alleviate somewhat the hardships which our postal and Federal classified employees are now suffering. They look to us for assistance, and it is our duty to help them to the utmost of our ability.

I am fully cognizant of the fact that a pay raise is required for the employees covered by the bill. Therefore, in the event of a veto by the President, I shall vote to override the veto.

Mr. MORRISON. Mr. Chairman, I yield such time as he may require to the gentleman from Maine [Mr. OLIVER], a member of the committee.

Mr. OLIVER. Mr. Chairman, as I sat through the long—and, I must confess, sometimes tedious—hearings before our committee on pay legislation for postal and other Federal employees, I was struck forcibly by several points.

First of all, I would observe that the representatives of the employee groups and their associates certainly had done their homework; they presented the hard and incontrovertible facts. On the other hand, it seemed to me that much of the administrative opposition delved into as much fancy as fact.

As demonstrated in the committee report, the employees overwhelmingly proved not only their dire need for salary raises—now, not in the future—but also proved beyond question that their request is more than justified.

Administrative opposition, summed up in a nutshell, revolves almost completely around a proposal to delay action pending completion of a study.

Now I, for one, have had enough of administrative studies. As brought out in our hearings, during the past 10 years some 45 authoritative studies on Federal salary matters have been made. Every single one either reposes in a wastebasket or gathers dust in a forgotten file. There have been no tangible results at all.

And so, I think, may be the case with the study which we are now asked to await before granting salary increases. This study is completely beside the point. Even the proponents of the study acknowledge it will deal only with the higher, or supervisory, salary levels. Only a very small percentage of Federal employees possibly could be concerned in that study. Here, we are concerned with over 1½ million employees to whom the study will have very little significance.

The chief and the strongest opponent of any pay raise has been the Post Office Department. In answer to direct questions, departmental representatives as much as confessed they would not approve a 1 percent or 3 percent pay raise. Now let us see how this Department handles its own responsibilities.

This is the same Department that reported officially on its expenditures to a private management consultant for advice as to how the Department should be managed—that is, advice on how officials of the Department should do their jobs. This is the same Department that paid directors of the private consultant \$400 a day for a 4¼-hour day. This is the Department that paid associates of the private consultant as much as \$250 a day for a 4¼-hour day. This is the Department that willingly pays out these outlandish benefits to a private contractor to do work which postal officials should do; but will not agree that the letter carriers for example have earned 17 or 18 cents more an hour, as provided in the substitute amendment we will consider later.

This contracting out of administrative and management responsibilities of itself is highly questionable. The people to whom these vast sums are being paid are purported to be geniuses. It would be all right if they knew the answers, but in this instance, at least, the consultants had to go out and hire still other consultants to help them get the answers.

I hope that the Congress will see to it that our loyal and conscientious postal employees are given just a little bit of

the fine consideration the Department lavished on these consultants to the consultants to the postal officials.

Mr. MORRISON. Mr. Chairman, I yield such time as he may desire to the gentleman from Ohio [Mr. COOK]

(Mr. COOK asked and was given permission to revise and extend his remarks.)

[Mr. COOK addressed the Committee. His remarks will appear hereafter in the Appendix.]

Mr. MORRISON. Mr. Chairman, I yield 5 minutes to the gentleman from New York [Mr. SANTANGELO].

(Mr. SANTANGELO asked and was given permission to revise and extend his remarks.)

Mr. SANTANGELO. Mr. Chairman, I rise in support of the committee amendment to H.R. 9883. This bill provides for a 7½ percent increase across the board for all postal employees and makes permanent the 2½ percent temporary increase which the postal employees have been receiving since 1958.

I support this bill because I believe that the greatest force against communism within our borders is a satisfied government worker who is proud of his employment, satisfied with his salary, and is faithful to his duties. I believe that a government employee deserves a salary which will permit him to work in dignity, to obtain the basic necessities of life and to maintain his family as a unit. At the present time postal employees are paying this week's bill with next week's check or with borrowed funds. This condition must not be tolerated, it must not be permitted.

Let us examine the status of postal workers. Ninety-five percent of letter carriers are family men. Thirty-one percent must hold down a second job to try to meet their rent, their food expenses and to pay for the education of their children. Forty-three percent of their wives work and when they do their children are to a certain extent neglected. Ninety-three percent of all of the letter carriers operate at a deficit and must borrow funds. The annual deficit of an average letter carrier's family is \$903. Credit unions have demonstrated that postal employees must borrow funds in order to meet their expenses.

This bill will cost our Government an additional \$680 million. As a member of the Appropriations Committee I have had the privilege of voting to cut requests and to reduce funds of over a billion dollars for wasteful practices in agricultural projects, in military construction projects, and in wasteful foreign handouts. I have fought for economy but not for false economy. These increases are not inflationary nor are they conducive to inflation. These increases are for services and do not produce a product, the price of which is raised. These services will be rewarded by these increases to meet the inflationary spiral brought about by rising steel prices, by rising military purchases and wasteful administrative practices. Too long have Government employees subsidized with their substandard wages the

bonanzas and windfalls which banks and financial institutions received by reason of our Government paying a higher rate of interest on Government bonds. Too long have Government employees subsidized warehousemen who are favored by this administration with high rates for storage of our surplus grain, cotton, and wheat. Too long have our Government employees subsidized with their substandard wages the employees of foreign governments and foreign businesses. We must help now.

While the wages of employees of private concerns rise, the wages of Government employees have had percentage increases on originally low salaries. We must realize that if we continue to allow the relative position of postal and governmental employees to deteriorate, our postal service will decline.

We in Congress are the advocates of postal workers and governmental employees. They do not have the right to strike, they cannot resort to collective bargaining to correct inequities, they cannot sit down in the face of speedup systems. They can only come to us, to testify as to their needs, to implore their representatives for economic justice and to be treated as family men and Americans. We have heard their pleas and I for one shall not fail them. I trust that this bill will pass.

(Mr. OSTERTAG asked and was given permission to extend his remarks at this point in the RECORD.)

Mr. OSTERTAG. Mr. Chairman, I rise in support of H.R. 9883, a bill to provide salary increases for postal and other Federal employees. Frankly, I believe that a pay increase for our Federal employees is in order, it is deserved, and desirable at this time, particularly as it applies to the postal workers.

Although I have consistently favored legislation for this purpose, I do regret that we find ourselves considering this proposal in this manner. I did not sign the petition for several reasons. As a matter of fact, I have never signed a discharge petition. It seems to me that this move to bring the bill, H.R. 9883, to the floor by this method, without giving adequate opportunity to employ the use of a rule, does more harm than good. There are inequities in this bill and the House is foreclosed from making such changes. As I said, I am for a pay raise and a reasonable raise at that. But we can go too far and perhaps destroy our actual objective.

In any event, I shall support this bill today and I am glad that the committee has at least considered giving the House an opportunity to act on a figure which has a more reasonable chance to become a reality. I hope that this issue and this problem can be resolved properly and well because I sincerely want the employees to receive the salary increase they deserve.

Mr. REES of Kansas. Mr. Chairman, I yield myself 5 minutes.

Mr. Chairman, I realize as much as you do the futility of further debating the question involved here. I realize I am not changing any votes.

It seems to me that when we are dealing with legislation to spend well over

three-quarters of a billion dollars, the Members of the House should have an opportunity to agree to or disagree with provisions of the bill; however, those who are today the managers of this bill deliberately filed a resolution which was a closed rule—no amendments other than committee amendments could be offered—and then passed it off on the Members of the House whom they urged to sign a discharge petition as the only way they could get a vote for a pay bill. It should be clear that Resolution 537 provided for an open rule and Members of the House could have voted on various provisions of the bill which they felt should be perfected. The petition method boomeranged on the bill sponsors because they themselves found it expedient to amend the bill. To get this done they exercised every pressure and did not give the Members an opportunity for even an overnight reading of the bill before they forced action.

It is most unfortunate, in my judgment, to delude the million and a half employees into believing a pay raise is now assured. If we are to be guided by the testimony before our committee, the President will not approve this bill as presently written.

The experience of Congress thus far with respect to overriding vetoes is that the House and Senate are in favor of supporting the President. It seems to me that it is not proper to make Federal employees believe they are going to get increases that are not yet in sight. This is what I have tried to avoid.

I offered a 6 percent pay raise amendment in committee. I was prepared to do everything I could to convince the President that such an increase might be approved, but I could not, in the face of our testimony, do it for a bill of this sort which would further distort the pay structure by adding extra pay in certain grades.

Let me repeat, I am in favor of fair, adequate, and equitable pay for those who are employed in Government. I do not believe the bill we are voting on today meets these objectives.

Here is an interesting thing. You have been handed a bill that you have not even seen before. It consists of about 20 or 25 pages. You are going to vote on it without even reading it. You have not had a chance to read it. It involves expenditure of \$700 million. It affects 2 million people in Government. And yet you are required to vote either for or against the bill without having a chance to offer a single amendment. It is rather a poor way of handling legislation in a representative form of government, as I see it. It sounds a little like a dictatorship, does it not? You can judge for yourself. I could add one more thing. You have not even had a chance to look at the hearings, and the worst of it is the leadership in charge of the bill does not seem too concerned. It would not be so bad if it were not so important.

We should recommit the amended bill. We should send it back to the committee, where it could be promptly and carefully considered.

FEDERAL PAY SYSTEMS CAN NEVER STAY FIXED

Mr. Chairman, I would like to add the following statement:

It has been my privilege to have served on a committee responsible for civil service affairs of Federal employees ever since I came to Congress in 1937. Through these years it has been my experience that it is indeed difficult to develop any one particular pay plan that will adequately serve the more than 2 million Federal employees. After all, our compensation procedures deal with people and, as such, the pay procedures and systems must change with the changing times. It was my privilege to be chairman of the Civil Service Committee in 1948 with the 80th Congress, and at that time a study was begun that eventually became the Classification Act as it is basically written today. It required some 2 years' study and work by the committee and its staff to develop the pay plan found in the Classification Act of 1949. Much has happened since then that would cause us to recognize a new pay program is necessary.

PRESENT PAY SYSTEM NEEDS CORRECTING

What is wrong with the present pay system? In the first place, the present pay procedure is actually no system at all. Several recent studies of our wage and salary procedures have brought out this point.

Another one of the most common objections to the present classified Federal salary system is that it is overrigid. This is reflected in the existence of conditions under which administrative and operating personnel encounter numerous impediments in the effective accomplishment of programs due to specific requirements of the law. The question may be raised, Have we spent too much time on minute details of job descriptions and have not given enough thought to a declaration of congressional policy on pay for Federal employees?

The value and the effect of exceptional or superior performance of individuals in Government civilian positions have been to a large degree overlooked in the Classification Act as it is presently administered. Each position is placed in a class, and each class is placed in a grade, and each grade by law is given a rigid set of salary rates.

It is now recognized that the step increases in the salary plan as provided in the present classified pay system fall short of realizing the full value of such a plan, both as an incentive for the recruitment of personnel or the retention of employees. It is quite possible a broader range within each grade might give more comparability with pay plans in private industry.

A close examination of the between-grade differentials reveals the inadequacies and inconsistencies of our current pay and salary procedures. There is too little difference, salarywise, between a GS-12, for example, and a GS-13. This might very well retard the development of the abilities and qualifications of personnel, as well as the effective utilization of these employees.

Mr. Chairman, I am attempting to emphasize the point that the Classification Act of 1949, of which we were justly

proud at the time it was passed, is in imperative need today for revision.

PROPOSED NEW PAY SYSTEM

Last year the Congress made available to the executive branch \$500,000 to develop information for a new concept of compensation of Federal employees. We have been advised by the White House that this information will be available by this fall for study and that it will be available for the Congress January 1, 1961. We have proceeded to take the first and one of the most important steps forward for a new pay plan.

I believe that one of the key principles needed in such a system will be the principle of comparability.

You may ask the question, what is comparability? Over the years we made no attempt to compare the pay of Federal employees with that in private industry—certainly in the classified jobs. During the 1920's and thirties there was a steady employment in the Federal Government which could not be found in any strict comparability with private industry. However, during the past 25 years labor contracts in such industries as steel, automobile, printing, transportation, and communications have featured the concept that those employees last on the job were the first off. This has meant that for the past quarter of a century there has developed in our private economy a concept of steady employment. It is now possible that we can realistically compare the Government worker, with his steady employment, with his counterpart in private industry.

Some of the other features for a new compensation system, being discussed by both legislative and executive people, would include:

First. Establish not only the principle that Federal salaries should be reasonably comparable with salaries paid by private industry for work of similar difficulty and responsibility but also provide the procedures to obtain on a regular annual basis valid salary and wage information for comparative purposes.

Second. Enable an annual review of Federal salaries and make appropriate adjustments on a timely and equitable basis.

Third. Provide for coordination among existing salary systems in the Federal Government, so that the principle of "equal pay for equal work" will have real meaning.

Fourth. Make such necessary reforms in the Classification Act salary structure as to make it a more effective tool of management and a more appropriate pay schedule of the employees.

This type of compensation plan would serve as a landmark in the history of Federal personnel actions, much as the Classification Act of 1949. However, if this Congress proceeds to go down the road of either a 9 percent or a 7½ percent pay raise, it will mean that this Congress has lost an opportunity to proceed with a lasting and equitable pay system for our Federal employees.

SUMMARY

In summary, I am opposed to either a 7½ percent or a 9 percent pay raise at this time. Evidence was not presented

to our committee to justify either percentage increase.

An across-the-board pay increase of such size would merely accentuate current inadequacies in our salary and wage procedures. H.R. 9883, as amended, represents a patchwork approach to our compensation systems when actually we need a new and basic change, as I have indicated earlier.

It has been my honor and privilege to work for almost a quarter of a century in the Congress for the civilian employees of the Federal Government. Over these years I have been impressed by their loyalty, sincerity, and desire to do a good job. The position I take today represents in the long run the constructive and equitable approach for the Federal employee, for the management of our Federal departments and agencies, and for the American taxpayer.

Mr. REES of Kansas. Mr. Chairman, I yield 2 minutes to the gentleman from New York [Mr. BARRY].

Mr. BARRY. Mr. Chairman, it has been my privilege as a new member of the Committee on Post Office and Civil Service to act as one of a group of directors over the largest communications system in the world, namely, the Post Office Department of our Government, which, as you know, represents 50 percent of the postal service of the entire world.

It has also been my privilege to be a member of the Civil Service Committee of the same Committee on Post Office and Civil Service and, as you know, the Civil Service Committee has more to do with the personnel of the largest group of people working for any one instrumentality than any other in the entire world.

Mr. WALTER. Mr. Chairman, will the gentleman yield?

Mr. BARRY. I will be happy to yield to the distinguished gentleman.

Mr. WALTER. As I understand, there is nothing in the legislation under consideration which provides for an increase in the salary of the assistant U.S. attorneys. Now, I think it is indeed unfortunate because here is a class of hard working—and, I mean it, very hard working—dedicated public servants who receive no increase whatsoever. It would seem to me that your committee is overlooking a grave injustice when you report out a bill that does not provide for this group of Federal employees.

Mr. BARRY. I thank the gentleman for his observation.

The CHAIRMAN. The time of the gentleman from New York has expired.

Mr. MORRISON. Mr. Chairman, I yield such time as he may desire to the gentleman from Illinois [Mr. GRAY].

Mr. GRAY. Mr. Chairman, I rise in support of this very worthwhile legislation and I commend the distinguished gentleman from Louisiana [Mr. MORRISON], and the other members of the committee for this compromise in an effort to try to avoid a Presidential veto. If a veto should come we should by all means vote to override it.

Mr. Chairman, I introduced a salary increase bill calling for 12½ percent, and I sincerely believe the postal and Government workers are solely in need of that amount if they are to enjoy a decent

living; however, the committee has faced the practical reality of trying to pass a bill that reflects a compromise and one that has a chance of being signed by the President or being overridden. For that reason we are supporting the 7½-percent amendment in an effort to take a slice of bread if we cannot have a whole loaf.

Mr. Chairman, we could advance strong arguments for this bill all day long. I have many postal workers in my district who are holding down part-time jobs in an effort to supplement their inadequate postal salaries, because if they did not they would not be able to provide their families with the bare necessities of life and properly educate their children. In cases such as this the employee and the Government are both being cheated. The Government is being cheated because a man cannot work night and day and give his best to the postal service. The employee is being cheated because he has no time to spend with his family and contribute to his community. Furthermore, the postal worker who holds down two jobs is depriving some unemployed person the second job that he needs so badly. Mr. Chairman, this is a disgrace to our Federal workers and the Government to force this type of situation upon our postal workers and Federal employees. A 7½-percent raise will not cure all the ills of pay inequity but it will go a long way toward that end. I strongly urge my colleagues to support this much needed legislation because I am confident everyone will benefit.

(Mr. GRAY and Mr. MOSS asked and were given permission to revise and extend their remarks.)

Mr. MORRISON. Mr. Chairman, I yield 3 minutes to the gentleman from California [Mr. MOSS].

Mr. MOSS. Mr. Chairman, I have listened carefully throughout the debate this afternoon to see if things had changed any in the past 8 years, and they have not. The arguments of those in opposition have been the same; substantively the same. And, what are they? Well, the minority leader tells us it faces a certain veto. That was the same message conveyed by the same gentleman a number of years ago and repeated on each occasion since. No. 2, we were told the department had a deficit. Well, if we apply the same criteria to every department and agency of the Government, each and every one of them has a deficit. Now we are told we cannot afford it. Well, tomorrow we are going to be asked to vote multibillion dollars for the citizens of other lands. If we can afford that, we can afford to deal with equity and justice to those who work for us.

Now, the gentleman from Kansas says—and this is a reversal of his usual argument—that it gives too much to those at the top and too little at the bottom. For 4 years I heard on the committee that we should revise our approach, because we were creating an imbalance in the relationship of Federal employees by raising too much those on the bottom and not enough those on the top. This is a reversal of the gentle-

man's position. Now, he also said that he was for 6 percent. Well, I remember when he was for 4 percent and the House gave 8 percent. And the need for more is still there because we have never adequately adjusted salaries. We have never once undertaken a salary adjustment that reflected the many, many months of lag time.

We are told it is against the policy of the administration at this time. And yet this is the very administration which undertook to encourage a settlement in the steel strike which inevitably led this body to a consideration of the need for higher salaries in Federal employment if we were to be even half way reasonably competitive. The truth is Mr. Chairman, those who oppose are really opposed to a pay raise now as they have repeatedly been in the past. They have not contended the amount proposed to be excessive, they have fallen back on every other type of argument including the charge of steam rolling. Of course, that charge is not true either. The bill arrives on this floor in complete conformity with the rules of the committee and of the House. The legislation has merit, I urge its adoption.

Mr. REES of Kansas. Mr. Chairman, I yield 1 minute to the gentleman from New York [Mr. RIEHLMAN].

(Mr. RIEHLMAN asked and was given permission to extend his remarks at this point in the RECORD.)

Mr. RIEHLMAN. Mr. Chairman, although I shall vote for a pay increase bill on final passage today, I should like to register my acute dissatisfaction with the manner in which the leadership has handled this legislation. It is regrettable in the first instance that this legislation was so mishandled as to necessitate the filing of a discharge petition. Nevertheless, a sufficient number of Members saw fit to sign the discharge petition and bring a bill calling for a 9 percent pay increase before the House. Then, on the very day that we are asked to vote on this bill, it is announced that we are to be presented with a substitute version that will not only lower the pay increase to 7½ percent, but will also make other substantive changes in the original text. Now we are to have a bill before us that will be understood by only a handful of Members because no one will have had sufficient time in which to devote the amount of study that a bill of this magnitude demands. No one is absolutely certain as to what will be in the bill and what the effects of the bill will be. I am truly sorry that we must legislate in this fashion. It casts an unfavorable reflection not only on the ability and sincerity of the leadership, but also on the wisdom and deliberativeness of this entire body.

Notwithstanding the highly unorthodox manner in which this legislation has progressed toward final passage, I shall support it because of my sincere belief that the great majority of our Federal employees are conscientious, able, and hard working, and are fully entitled to an increase. My only regret is that we must achieve this worthwhile legislative goal in such an atmosphere of ineptitude.

Mr. REES of Kansas. Mr. Chairman, I yield such time as he may require to the gentleman from Illinois [Mr. DERWINSKI].

(Mr. DERWINSKI asked and was given permission to revise and extend his remarks.)

Mr. DERWINSKI. Mr. Chairman, in my humble opinion, those Members of Congress who signed the discharge petition on H.R. 9883, the postal pay increase, have really performed a disservice to the postal and Federal employees that they are seeking to aid, for this reason: the bill having reached the floor cannot adequately be amended to a figure consistent with fiscal responsibility.

Representing as I do a metropolitan area district, I sympathize and appreciate the plight of especially the post office employees in providing for their families under their present wage scale; however, the across-the-board increase, without taking into consideration local standards of living, continues to distort the situation.

Rumor has it that the majority party is deliberately appealing to the emotions of Government employees by promising a pay raise that they realize is impractical, using this issue as a means of drawing a Presidential veto in order to make political capital of the entire matter. This may be clever politics, but it is bad government. Certainly the postal employees deserve understanding and an honest attempt to give them the salary increase to which they are entitled.

Mr. REES of Kansas. Mr. Chairman, I yield one-half minute to the gentleman from New York [Mr. BARRY].

Mr. BARRY. Mr. Chairman, I should like to conclude my earlier remarks by saying that never in corporate activity would a responsible management go about getting the kind of bill that is before us today. It would not be done. Management would be turned out of business were it to use the methods that were employed on this day in this House, before this Nation, in order to get the raise that is going to be voted by this Congress. This is said without regard to the merits of the matter.

The post office employees made a strong case for a much-needed increase in salaries. However, no such case was made by other employee groups who constitute approximately 1,500,000 Federal employees.

In fact, there is evidence to substantiate that certain existing inequities have become aggravated rather than cured by the present bill before us.

Until a thorough comprehensive method is evolved to establish Federal wage rates the many loyal Federal employees and the general taxpaying public will have to put up with the clumsy, inefficient, inequitable system in use by the present Congress. Some of us hope for better days.

Mr. MORRISON. Mr. Chairman, I yield myself such time as I may consume.

Mr. Chairman, the question of study groups came up. I would like to make this point clear, that since 1953, in the last 7 years, it is reliably reported that there have been 45 study groups on the question of Federal workers' salaries. I

want to suggest this, that as far as the Government workers are concerned, they want less study groups and more salary.

I should also like to quote this from the committee report:

The much-publicized steel strike settlement, with the aid of the Vice President of the United States and the Secretary of Labor, improved pay and fringe benefits for steelworkers who already were being paid \$3.11 an hour before the strike. The postal clerk and the letter carrier with 20 years of service receives only \$3 an hour.

Mr. CARNAHAN. Mr. Chairman, there are at this very moment thousands of dedicated men and women who continue to carry on their daily tasks of helping to provide good government for this Nation in a most exemplary manner in spite of the fact that each of these persons knows that the present wage structure is shot through with inequities. Now in looking for proof of this charge of wage structure inequity I need go no further than to quote the administration's most recent budget message. President Eisenhower told the Congress in his last budget message that—

Review and coordination of the excessive number of pay plans are the most effective means of removing inequities which adversely affect the Government's ability to recruit and retain qualified personnel.

When Federal employees claim that their wages are substandard, thus inadequate, they need to quote only the Government's own figures. According to the latest published data which I am able to produce, the average median annual wage for the great bulk of Federal employees is \$4,875. More significant is the fact that almost one-half of all so-called white collar workers on the Federal payroll earn less than \$4,500 a year.

Last February Secretary of Labor James Mitchell was quoted as saying that the "spendable earnings" of an industrial worker with three dependents has risen to \$82 a week. The Postal Establishment offers the same worker approximately \$18 a week less take-home pay.

There is ample evidence to show that the present schedule of Federal wages is shamefully inadequate. These standards set by the Federal Government are certainly below the commonly accepted requirement for a healthy and decent standard of living. Wages are below what employees fairly want, what their families need, what the Nation can afford, and what is needed to man our public service with skilled, conscientious, and efficient personnel.

In my 14 years in Congress I have become increasingly impressed with the fact that the civilian employees working for the Federal Government are first and foremost dedicated public servants. These thousands of men and women are daily serving this Nation and giving to the American people the very best kind of government that we can have. And since every laborer is worth his hire this devotion to the common good by these thousands of civilian employees of the Federal Government must be matched with adequate compensation. Living in an era when we are rightly concerned about standards of living in even the remotest corners of the earth

and when we justly tax ourselves to provide funds not only for the military defense of the free world but for economic development and for the sharing of our technology and vast natural and material resources, we cannot sit idly by and watch the standard of living creep up among other segments of our economy and at the same time ignore the fact that Federal employees are generally the last to receive needed adjustments in their compensation—often times long after most others in non-Government positions have received their adjustments to meet not only the cost-of-living rise which now seems to occur with almost regularity but also to enjoy an even higher standard of living.

Mr. Chairman, the Federal Government is constantly and rightfully using its power and influence to secure wage adjustments for and to help provide a higher standard of living for workers outside the Federal service. The Congress must not sit idly by and set standards for private industry and fail to meet these same standards when it comes to its own employees. To do so will be courting danger, real and eminent, and will certainly eventually lead to increased inefficiency and lessening of service to the people of all the States. Like wages in private industry, the Federal wage structure must be kept constantly under review so as to reflect sharp increases in the cost of living and so as to provide even more of the comforts and conveniences as well as the necessities for daily living that go to make up every man's life. As we advance technologically and as more products and services are made available to ease man's burden and raise his living standards, we must make certain that Federal workers are able to partake of these blessings.

In his state of the Union message last January the President told this Congress, "1960 promises to be the most prosperous in our history." This means higher production, higher employment, slowly rising prices, about a 2-percent increase in the Consumer's Price Index, a continued rise in profits and dividends, higher wages and salaries. This does add up to more prosperity except for the Federal employees unless the adjustments called for in this bill are enacted into law.

Mr. Chairman, this is worthy legislation, and I urge its approval.

Mr. McGOVERN. Mr. Chairman, it seems that the present administration is more in tune with the interests of the largest banking and industrial groups than it is with the interests of ordinary citizens. The farmers, the small businessman, the aged people all find that either the administration is opposed to the programs which are needed for their welfare, or it has no program whatever.

This same attitude extends to the field of public employment. For a number of years, postal and other Federal employees have been seriously underpaid. Today, I look forward to the opportunity to vote in favor of a long overdue and much needed increase in pay for these loyal public servants.

I am sorry that the bill before us took so long in reaching this stage. It is

more than idle rumor to expect that the President will veto the bill we are about to pass, and that accordingly, the bill must be sent to the desk of the President quickly if we are to have a chance to escape a pocket veto.

The certainty of the veto is found in the statements made by official witnesses before the committees holding hearings on pay legislation, and also by the very character of the witnesses who arose in opposition to postal and other Federal employees' pay legislation.

Seasoned observers with long legislative records tell me they have never seen so many officials of Cabinet rank come to Capitol Hill to declare the administration's opposition to any pay adjustment.

The Postmaster General, himself, evaded a direct response to the question about whether he would favor as much as a 1-percent, across-the-board increase. Asked by the ranking majority member of the committee whether he would be in favor of such an increase, the Postmaster General responded:

You know that is very interesting. I wish you might have asked me some of these questions earlier.

The Federal employees have been asking questions. They have been asking why it is that they, of all people, in the United States, should be singled out to suffer to a greater degree than others the impact of income deficit.

We have heard a great deal about the postal deficit and the way in which the increase before us would add significantly to that deficit.

It is appropriate to turn the question around and to ask, instead of the administration, whether it has considered the ways in which the hundreds of thousands of Federal employees have suffered their own deficits and are even now unable to compete in the economic marketplace. The grocer does not give a special price to the Federal employee. Nor does the Federal employee live in endowed housing. Similarly he does not enjoy lower doctor bills or any other type of special considerations.

The only consideration upon which the Federal employee may rely is that which is forthcoming from the Congress of the United States. In House Report No. 1636, accompanying the bill before us, it is declared that in just 10 years Federal employees have been pushed 20 percent lower in their standards of living in comparison to their friends and neighbors in private enterprise. The report declares:

There is only one place that the employees can come with any hope for remedial measures; that is to their Congress.

Today, we are about to undertake to give to the loyal Federal public servants a measure of the economic consideration they so desperately need. I shall be happy to vote for the pay bill, and I hope that it will be sent quickly to the President's desk in order that we may have an opportunity to take final action on the bill before Congress adjourns.

Mr. GOODELL. Mr. Chairman, I support reasonable pay increases this year. It will be sad, indeed, if the insistence on 7½-percent defeats all legisla-

tion in this field. The Congress has been irresponsible with the issue by not providing increased revenues to carry the cost of well-deserved pay increases. I am convinced that the President will have to veto an increase as high as 7½ percent and the workers may then end up with nothing at all this year. A 5-percent increase this year, pending a full study of all Federal payrolls next year, is the fairest approach to the problem. I am sorry that political maneuvering has placed our fine postal and classified employees in this kind of a bind, as there is reason to believe that the President could sign a 5-percent bill even under present circumstances.

Mr. ROBISON. Mr. Chairman, it has been no easy task to wade through the confusing and often conflicting statistics that we have had to look at in order to try to determine the justification for any salary increases at the present time. As for myself, I have attempted to supplement the doubtful value of those statistics with information obtained directly from postal workers in my own congressional district.

Some of this information I have acquired through personal interviews with them, and part of it from budget sheets which they have sent to me at my suggestion showing their earnings and normal living expenses. For the great majority of postal families with whom I have had such contact it is readily apparent that they are having a difficult time making ends meet. One of the best yardsticks of this would seem to be the following results of a survey I took of my major post offices in an effort to find out how many employees either had to supplement their Federal wage with outside jobs, or had to send their wives to work.

In Binghamton, N.Y., with 362 employees of which only 303 were checked, 59 men had outside jobs and there were 102 working wives. In Johnson City, N.Y., with 46 employees, there were 12 men with outside jobs and 5 working wives. In Endicott, N.Y., with 82 employees, only 14 of those employees had neither outside jobs or working wives. In Corning, N.Y., where there are 49 employees, 5 had outside jobs and 17 had wives with jobs. In Elmira, N.Y., with 171 employees, 58 had to supplement their wages with outside, after-hours employment, and 60 had wives who were working to add to the family income. In Hornell, N.Y., with 41 employees, 12 had outside jobs and 15 had wives with jobs. Finally, in my own hometown of Owego, N.Y., with 20 employees, 5 men had after-hours work and there were 12 working wives.

And so the pattern went. Even assuming that it is not unusual nowadays for many wives to work, if they are free of confining household tasks, even though their husbands earn an ample wage for the family needs, I was and am convinced that the case of need for a proper salary adjustment, at least in the lower income brackets, had been made. The question remained of how much?

On this point, no matter what we may do we will not and cannot satisfy everyone. We can only use our best judgment. I was of the opinion, and so

frankly stated to my postal and Federal employee constituents, that a 9 percent, across-the-board raise at the present time was too much, particularly in high-salaried classifications. Speaking frankly again, I have serious reservations as to the wisdom of as much as 7½ percent, but since at this point that appears to be the only figure that will come before me I shall vote for it with some reluctance. In doing so, I shall also continue to hope for the day when these matters are removed from the political arena.

In this connection, may I remind my colleagues that the President in his budget message to the Congress last January stated:

Continued patching of individual Federal salary systems is not satisfactory as a substitute for a comprehensive Federal pay policy, which should be developed either by authorizing a Joint Commission such as I proposed or by some other equally effective means. Pending development and adoption of such a comprehensive policy, a general pay raise would be unwarranted, unfair to the taxpayers of the United States, and inequitable as among employees compensated under different and unrelated pay systems.

That is a strong and realistic statement but there has been no action to establish a Joint Commission.

Neither has there been any serious consideration of the President's postage rate increase proposals which would partially finance a salary increase.

If the fate of this bill is a veto, the failure of the Congress to seek long-range solutions to Federal pay problems and the expedient insistence on patchwork measures in election years will be to blame. The Postal and classified employees in the lower pay ranges will be the chief losers, penalized by shortsighted and fiscally irresponsible attitudes in the Congress.

Mr. DONOHUE. Mr. Chairman, following careful examination of the record, which confirms the overwhelming weight of evidence presented in extended committee hearings, I most earnestly hope that prompt approving action will be taken on this measure granting a reasonable cost of living pay adjustment to our postal and Federal employees.

Our Federal employees form a large and important part of our population. The various services they render are fundamental and essential to national progress.

It is only practical commonsense and recognition of the facts of life that if our faithful postal workers and Government employees are encouraged, by reasonable cost of living salary adjustments, to meet their family obligations and face the future with a certain confidence, then there will be no doubt about their efficient duty performance, their loyalty as good Americans, and their repudiation of any and all Communist inspired propaganda.

The present bill we are considering can accomplish these good objectives in the national interest while at the same time extending fair and just treatment to Federal employees in comparison with similar responsibilities in private industry.

As you are well aware the salaries of our Government employees are set by

law and it requires the action of the Congress to adjust their compensation. Let us fulfill the trust they have demonstrated in the Congress for fair play and fair treatment and let us approve this bill without further delay.

Mr. ASHLEY. Mr. Chairman, I rise in support of H.R. 9883, a bill which I believe to be not only well deserved but long overdue. Although I am not a member of the Committee on Post Office and Civil Service, I do have a large number of classified Federal employees and postal workers in my district and I know how increasingly difficult it has become for them and their families to make ends meet. The committee report, which I hope all Members have had an opportunity to study, makes this abundantly clear—especially the specious arguments against a pay increase set forth in the minority views.

The real fact of the matter, Mr. Chairman, is that the Post Office Department is the biggest business in the world, employing 550,000 people in 42,000 offices. Yet, despite the fact that personnel standards are high, both with respect to intelligence and character, three-quarters of all postal employees must exist on salaries of less than \$5,000 and only after 18 years of continuous service can a postal worker receive \$5,000 a year, and his maximum compensation after 25 years of service is \$5,175 per annum.

Mr. Chairman, the issue before us goes to the very conscience of our Nation. Can we, as the minority report would have us do, view with complacency a Federal personnel policy based upon substandard wages. I think not. I must say it is beyond argument that the present administration's attitude is one of deliberate indifference in which pay increases for Federal workers have been sacrificed on the altar of an anticipated \$4 billion budget surplus. Thus, as in so many other areas, it becomes incumbent upon the Congress to assume leadership in this area and to take action which we know to be necessary.

I say necessary, Mr. Chairman, because the average salary of a post office employee is only \$4,600—not enough to clothe, feed, and provide shelter for families, let alone educate children and provide a minimum of entertainment and recreation. We must bear in mind, surely, that research studies have shown that an average family enjoying a normal standard of living must have an annual income of \$6,600.

Clearly, if there is one group that has been left behind in the parade toward higher income to meet higher costs of living, it is our classified and postal workers. If anyone in this body has any question on this point, I wish they would come with me to Toledo, Ohio and talk to some of our postal and other Federal employees who are willing to open up their family budgets and show that it simply isn't possible for them to pay for needed medicine and other essentials. A college education for children of these families is simply out of the question unless they happen to qualify for a complete scholarship.

Mr. Chairman, all of us look back with shuddering and disgust at the economic

exploitation which took place in this country a half a century ago in the meat-packing, coal mining, and other industries. Is the present status of our Federal employees so much worse?

Mr. WOLF. Mr. Chairman, I am happy to lend my support to the passage of H.R. 9883 to provide our postal and other Federal employees a much-needed pay raise. The facts speak for themselves. In a recent issue of Labor Week figures arrived at from basic data of the U.S. Department of Labor, Commerce, and Agriculture, pointed out that the average weekly real income of postal and other Federal workers was down 3.3 percent from last year.

While the increase in salary provided by this bill is modest, it will mean a great deal to a postal employee who is trying to feed, clothe, house and educate a family—in many cases a large family—on a weekly take-home pay of \$82 to \$87.

Under the present pay scale, the postal employee receives less pay than the unskilled worker. Three Presidential vetoes have put his pay rate several years behind that of his fellow workers in private industry. I hope that this time the President will approve this well-deserved recognition of devoted service.

Mr. JOHNSON of California. Mr. Chairman, I want to rise in support of the proposals set forth by the gentleman from Louisiana [Mr. MORRISON] on behalf of the faithful postal and classified Federal workers who are doing such a wonderful job for our Government despite the fact they are under paid.

I know the committee in its careful consideration of H.R. 9883 heard many, many instances of how our Federal employees are forced to moonlight and take extra jobs, how their wives are forced to work, and other ways that they are trying to make ends meet.

I think that it is a disgrace that this should have to happen in the postal, and Federal services. We should pay our people a salary which will permit them to live and enjoy the American standard of living. No one should become a second-class citizen, economically because he is patriotic enough to work for the Government.

I represent the great State of California, and in our State university we have a highly respected and completely independent group of economists, quite generally known as the Heller committee, which was set up for the purpose of research in social economics. The Heller committee operates on the concept that its purpose is to describe and present figures based on salary necessary for an employee to receive in order to live at what is currently recognized as comfortable living. Of course this committee goes beyond the rigid confines of cost-of-living in attempting to describe necessary wages for an employee and his family to have what is considered a comfortable living. They agree, as do I, that there certainly must be more in this life than a bare existence. The Heller committee is receiving and has received more than normal recognition in my State and throughout the United States as the outstanding authority in its field and I feel that its recommendations are

of extreme value. Might I point out, Mr. Chairman, that the Heller committee, in its recent report, indicates that an employee with a wife and two children who owns his home, should receive a salary of \$6,638 per year. A wage earner who rents his home should receive a salary of \$6,271. These salaries are recommended by the Heller committee on the premise that they will meet the American standard of living—a reasonably comfortable living for an employee and his family.

I urge you gentlemen here to provide a decent living wage for our Federal workers. Thank you.

Mr. DOYLE. Mr. Chairman, this important debate has but a few minutes yet to claim the attention of the Members before we are called upon to vote upon the issue of whether or not there shall be straight across the boards 7½-percent increases for the postal and other Federal employees. And, while it is stated by the committee there will be an amendment offered to reduce the percentage from 9 percent, as previously voted for by the committee, to the 7½ percent this morning voted by the committee, the basic reason justifying any proposed increase is the same. The report by our Post Office and Civil Service Committee, stated it was recommended as a strong and timely affirmation of the historic policy of the Congress that employees of the Government of the United States of America should receive fair compensation for the great public service they perform for the taxpayers of the United States.

Therefore, Mr. Chairman, I conclude that their considered recommendation of the 7½-percent increase straight across the boards for the postal workers and other Federal employees, constitutes a crystal-clear recognition that the historic policy of Congress, should be placed in practical terms and application in accordance with their recommendation that the increase be 7½ percent. They apparently recommend this because it has become apparent that there is no reasonable chance for the White House to approve so much of an increase as 9 percent. This recommendation of reduction to 7½ percent is, therefore, a necessary compromise. I not only respect our committee for making the recommendation to lower to 7½ percent under the circumstances, but I compliment them on doing so. For this 7½-percent recommendation is not one whit inconsistent with the firm policy which I basically believe in, to wit, that our post office and other Federal employees should be accorded salaries substantially in accord with those in private enterprise, for similar and comparable services.

For several years now, I have been pleased to take the time and make the

effort of somewhat of a personal study of conditions under which many of the postal employees and their families in my congressional district live. I am frank to say, Mr. Chairman, to my personal knowledge, dozens of these postal workers are engaged in supplementary earning jobs, either before or after their regular post office work is completed. Of necessity, they have to seek supplemental jobs because their postal salary is not adequate and sufficient for them and their growing families to decently get by on. In many cases their wives, the mothers of growing children, necessarily leave the home during hours when they should be home giving supervision to their growing children; to also add to the family income for shoes, bread, and butter, and educational advantages for their children. Many wives leave their children in care of babysitters, or public kindergartens; or day nurseries, and go to work to help out. They have to.

The committee report specifies present earnings and anticipated earnings if this bill passes. It identifies the necessity of this 7½ percent as a minimum. The postal and other Federal workers have no recourse to obtain a decent salary increase excepting by action of Congress. They cannot present their just claims for decent salary increases excepting to committees of Congress and the full membership of Congress. The reasonable and constructive basis of collective bargaining is not available to them.

Mr. Chairman, I surmise that when this bill comes up for final passage, because this 7½ percent increase straight across the boards is recognized as so reasonable and necessary and just, that many Members of this great legislative body who inherently would like to support the position taken by the distinguished minority leader, the gentleman from Indiana [Mr. HALLECK], in opposing this raise proposal, will be found voting "aye." I surely hope so. I am reasonably sure that all the Members of the California delegation on both sides of the political aisle recognize that with the steady and sharp increase in the cost of living in California, the cost of the necessities of life in California, will justify an "aye" vote for this 7½-percent proposal. I shall vote for it even though the distinguished minority leader has stated on this floor, substantially, he did not believe the bill would finally be enacted into law. This would indicate that while he stated it was his own individual opinion, and that the President of the United States had not told him what his opinion was and what he would do, he expects a veto. Nevertheless, I intend to vote for what I conscientiously and firmly believe to be right and just in the premises.

The additional sum of less than \$700 million will not increase inflation for it

will be expended by these postal and other Federal workers for the necessities of life. It will not unbalance the budget. It will not be unjust or unfair to employees in private industry. It will not set an unreasonable or impractical minimum.

Mr. Chairman, it will give to the employees involved what they deserve and what is right and just for the taxpayers, acting through this great Congress, to extend to their fellow Americans in the postal and other Federal employment.

Mr. LINDSAY. Mr. Chairman, I rise in support of this legislation in its present form to provide salary increases for postal and other Federal employees. I shall vote for the bill.

In the congressional district I represent, the postal and other Federal employees compose one of the groups which suffers most because of the high cost of living. At present rates it is virtually impossible for postal employees to maintain a decent standard of living.

I have had many discussions with groups of postal workers and other Federal employees who live in New York City and I can attest that most of them are forced to take additional employment elsewhere during their off hours. Their wives work in order to meet essential needs. Is it too much to ask that these citizens be adequately compensated?

It is unfortunate that those Federal employees who live in large urban areas should be penalized. I am hopeful that one day we will enact Federal pay legislation that is realistically geared to a cost of living index around the country. What may be fair pay in a small rural community is not fair pay in New York City.

This bill, calling for a 7½-percent across-the-board increase is a fair compromise and I am happy to vote for it.

The CHAIRMAN. All time has expired.

Under the rule the bill is considered as having been read for amendment. No amendments are in order to the bill except amendments offered by direction of the Committee on Post Office and Civil Service and such amendments shall not be subject to amendment.

The Clerk will read the committee amendment.

The Clerk read as follows:

Strike out all after the enacting clause and insert:

"TITLE I—POSTAL FIELD SERVICE EMPLOYEES

"Short title

"SEC. 101. This title may be cited as the 'Postal Employees Salary Increase Act of 1960'.

"Postal field service schedule

"SEC. 102. The Postal Field Service Schedule contained in section 301(a) of the Postal Field Service Compensation Act of 1955, as amended (72 Stat. 145, 215; 39 U.S.C. 971 (a)), is amended to read as follows:

"Postal field service schedule"

Level	Per annum rates and steps						
	1	2	3	4	5	6	7
1.....	\$3,520	\$3,635	\$3,750	\$3,865	\$3,980	\$4,095	\$4,210
2.....	3,755	3,875	3,995	4,115	4,235	4,355	4,475
3.....	4,020	4,150	4,290	4,430	4,570	4,710	4,850
4.....	4,415	4,565	4,715	4,865	5,015	5,165	5,315
5.....	4,660	4,815	4,970	5,125	5,280	5,435	5,590
6.....	5,040	5,210	5,380	5,550	5,720	5,890	6,060
7.....	5,440	5,625	5,810	5,995	6,180	6,365	6,550
8.....	5,920	6,120	6,320	6,520	6,720	6,920	7,120
9.....	6,355	6,575	6,795	7,015	7,235	7,455	7,675
10.....	6,965	7,205	7,445	7,685	7,925	8,165	8,405
11.....	7,670	7,930	8,190	8,450	8,710	8,970	9,230
12.....	8,450	8,735	9,020	9,305	9,590	9,875	10,160
13.....	9,290	9,600	9,910	10,220	10,530	10,840	11,150
14.....	10,230	10,565	10,900	11,235	11,570	11,905	12,240
15.....	11,230	11,595	11,960	12,325	12,690	13,055	13,420
16.....	12,375	12,740	13,105	13,470	13,835	14,200	14,565
17.....	13,695	14,060	14,425	14,790	15,155	15,520	15,885
18.....	15,375	15,740	16,105	16,470	16,835	17,200	
19.....	16,815	17,180	17,530				
20.....	17,440						

"Rural carrier schedule"

"SEC. 103. (a) The Rural Carrier Schedule contained in section 302(a) of such Act, as amended (72 Stat. 145; 39 U.S.C. 972(a)), is amended to read as follows:

"Rural carrier schedule"

	Per annum rates and steps						
	1	2	3	4	5	6	7
Carriers in rural delivery service:							
Fixed compensation per annum.....	\$2,291.00	\$2,362.00	\$2,433.00	\$2,504.00	\$2,575.00	\$2,646.00	\$2,717.00
Compensation per mile per annum							
for each mile up to 30 miles of route.....	65.00	67.00	69.00	71.00	73.00	75.00	77.00
For each mile of route over 30 miles.....	24.00	24.00	24.00	24.00	24.00	24.00	24.00
Temporary carriers in rural delivery							
service on routes to which no regular							
carrier is assigned:							
Fixed compensation per annum.....	2,291.00						
Compensation per mile per annum							
for each mile up to 30 miles of route.....	65.00						
For each mile of route over 30 miles.....	24.00						
Temporary carriers in rural delivery							
service on routes having regular							
carriers absent without pay or on military							
leave.....	(1)	(1)	(1)	(1)	(1)	(1)	(1)
Substitute carriers in rural delivery service							
on routes having carriers absent							
with pay.....	(1)	(1)	(1)	(1)	(1)	(1)	(1)

"1 Basic compensation authorized for the regular carrier."

"(b) Section 302(c) of such Act, as amended (69 Stat. 119, 72 Stat. 145; 39 U.S.C. 972(c)), is amended by striking out '\$5,165 during the period referred to in section

304(c) or \$5,035 thereafter' and inserting in lieu thereof 'the basic salary for the maximum step in the Rural Carrier Schedule for a route sixty-one miles in length'.

"Fourth-class office schedule"

"SEC. 104. The Fourth-Class Office Schedule contained in section 303(a) of such Act, as amended (72 Stat. 146; 39 U.S.C. 973(a)), is amended to read as follows:

"Fourth-class office schedule"

Gross receipts	Per annum rates and steps						
	1	2	3	4	5	6	7
\$1,300 to \$1,499.99.....	\$3,023	\$3,123	\$3,223	\$3,323	\$3,423	\$3,523	\$3,623
\$900 to \$1,299.99.....	2,768	2,860	2,952	3,044	3,136	3,228	3,320
\$600 to \$899.99.....	2,267	2,343	2,419	2,495	2,571	2,647	2,723
\$350 to \$599.99.....	1,761	1,819	1,877	1,935	1,993	2,051	2,109
\$250 to \$349.99.....	1,261	1,302	1,343	1,384	1,425	1,466	1,507
\$200 to \$249.99.....	1,007	1,040	1,073	1,106	1,139	1,172	1,205
\$100 to \$199.99.....	755	779	803	827	851	875	899
Under \$100.....	505	521	537	553	569	585	601

"Related provisions covering postal field service employees"

"SEC. 105. (a) Section 304(c) of such Act, as amended (72 Stat. 146; 39 U.S.C. 974(c)), is hereby repealed.

"(b) Section 401 of such Act, as amended (39 U.S.C. 981), is amended by adding at the end thereof the following subsection:

"(d) Any increase in basic salary granted by law on or after the effective date of this subsection shall not be deemed to be an

equivalent increase in basic salary within the meaning of subsection (a) of this section."

"(c) The annual rate of basic salary of any officer or employee whose basic salary, immediately prior to the effective date of this subsection, is at a rate between two scheduled rates, or above the highest scheduled rate, in the Postal Field Service Schedule, the Rural Carrier Schedule, or the Fourth-Class Office Schedule, whichever may be applicable, is hereby increased by an

amount equal to the amount of the increase made by this title in the next lower rate of the appropriate level in such schedule. As used in this subsection, the term 'basic salary' has the same meaning as when used in the Postal Field Service Compensation Act of 1955.

"(d) Section 204(b) of the Postal Field Service Compensation Act of 1955, as amended (39 U.S.C. 964(b)), is amended by striking out 'thirty' wherever appearing therein and inserting in lieu thereof 'five'.

"(e) This title shall have the same force and effect within Guam as within other possessions of the United States.

"TITLE II—GOVERNMENT EMPLOYEES GENERALLY
"Short title

"SEC. 201. This title may be cited as the 'Federal Employees Salary Increase Act of 1960'.

"Salary increase for employees subject to Classification Act of 1949

"SEC. 202. (a) Section 603(b) of the Classification Act of 1949, as amended (72 Stat. 203; 5 U.S.C. 1113(b)), is amended to read as follows:

"(b) The compensation schedule for the General Schedule shall be as follows:

Grade	Per annum rates					
	\$3,310	\$3,405	\$3,500	\$3,595	\$3,690	\$3,785
GS-1.....	3,310	3,405	3,500	3,595	3,690	3,785
GS-2.....	3,605	3,700	3,795	3,890	3,985	4,080
GS-3.....	3,845	3,940	4,035	4,130	4,230	4,335
GS-4.....	4,105	4,200	4,305	4,410	4,515	4,610
GS-5.....	4,405	4,570	4,735	4,900	5,065	5,230
GS-6.....	4,895	5,060	5,225	5,390	5,555	5,720
GS-7.....	5,430	5,595	5,760	5,925	6,090	6,255
GS-8.....	5,955	6,130	6,295	6,460	6,625	6,790
GS-9.....	6,525	6,690	6,855	7,020	7,185	7,350
GS-10.....	7,095	7,260	7,425	7,590	7,755	7,920
GS-11.....	7,665	7,830	7,995	8,160	8,325	8,490
GS-12.....	8,235	8,400	8,565	8,730	8,895	9,060
GS-13.....	8,805	8,970	9,135	9,300	9,465	9,630
GS-14.....	9,375	9,540	9,705	9,870	10,035	10,200
GS-15.....	9,945	10,110	10,275	10,440	10,605	10,770
GS-16.....	10,515	10,680	10,845	11,010	11,175	11,340
GS-17.....	11,085	11,250	11,415	11,580	11,745	11,910
GS-18.....	11,655	11,820	11,985	12,150	12,315	12,480

"(b) The rates of basic compensation of officers and employees to whom this section applies shall be initially adjusted as follows:

"(1) If the officer or employee is receiving basic compensation immediately prior to the effective date of this section at one of the scheduled or longevity rates of a grade in the General Schedule of the Classification Act of 1949, as amended, he shall receive a rate of basic compensation at the corresponding scheduled or longevity rate in effect on and after such date.

"(2) If the officer or employee is receiving basic compensation immediately prior to the effective date of this section at a rate between two scheduled or two longevity rates, or between a scheduled and a longevity rate, of a grade in the General Schedule, he shall receive a rate of basic compensation at the higher of the two corresponding rates in effect on and after such date.

"(3) If the officer or employee (other than an officer or employee subject to paragraph (4) of this subsection), immediately prior to the effective date of this section, is receiving basic compensation at a rate in excess of the maximum longevity rate of his grade, or in excess of the maximum scheduled rate of his grade if there is no longevity rate for his grade, he shall receive basic compensation at a rate equal to the rate which he received immediately prior to such effective date, increased by an amount equal to the amount of the increase made by this section in the maximum longevity rate, or the maximum scheduled rate, as the case may be, of his grade until (A) he leaves such position, or (B) he is entitled to receive basic compensation at a higher rate by reason of the operation of the Classification Act of 1949, as amended; but, when his position becomes vacant, the rate of basic compensation of any subsequent appointee thereto shall be fixed in accordance with such Act, as amended.

"(4) If the officer or employee, immediately prior to the effective date of this section, is receiving, pursuant to paragraph (4) of section 2(b) of the Federal Employees Salary Increase Act of 1955, an existing aggregate rate of compensation determined under section 208(b) of the Act of September 1, 1954 (68 Stat. 1111; Public Law 763, Eighty-third Congress), plus the amount of the increase provided by section 2 of the Federal Employees Salary Increase Act of 1955 and by section 2 of the Federal Employees Salary Increase Act of 1958, he shall receive an aggregate rate of compensation equal to the sum of (A) his existing aggregate rate of compensation determined under such section 208(b) of the Act of September 1, 1954, (B) the amount of the increase provided by section 2 of the Federal Employees Salary Increase Act of 1955, (C) the amount of the

increase provided by section 2 of the Federal Employees Salary Increase Act of 1958, and (D) the amount of the increase made by this section in the maximum longevity rate of his

Class	\$17,510	\$17,990	\$18,470	\$18,950	\$19,430	\$19,910	\$20,390
Class 1.....	17,510	17,990	18,470	18,950	19,430	19,910	20,390
Class 2.....	18,090	18,570	19,050	19,530	20,010	20,490	20,970
Class 3.....	18,670	19,150	19,630	20,110	20,590	21,070	21,550
Class 4.....	19,250	19,730	20,210	20,690	21,170	21,650	22,130
Class 5.....	19,830	20,310	20,790	21,270	21,750	22,230	22,710
Class 6.....	20,410	20,890	21,370	21,850	22,330	22,810	23,290
Class 7.....	21,000	21,480	21,960	22,440	22,920	23,400	23,880
Class 8.....	21,580	22,060	22,540	23,020	23,500	23,980	24,460

"(c) The second sentence of section 415 of such Act (22 U.S.C. 870) is amended to read as follows: 'The per annum rates of

Class	\$12,830	\$13,210	\$13,590	\$13,970	\$14,350	\$14,730	\$15,110
Class 1.....	12,830	13,210	13,590	13,970	14,350	14,730	15,110
Class 2.....	13,410	13,790	14,170	14,550	14,930	15,310	15,690
Class 3.....	13,990	14,370	14,750	15,130	15,510	15,890	16,270
Class 4.....	14,570	14,950	15,330	15,710	16,090	16,470	16,850
Class 5.....	15,150	15,530	15,910	16,290	16,670	17,050	17,430
Class 6.....	15,730	16,110	16,490	16,870	17,250	17,630	18,010
Class 7.....	16,310	16,690	17,070	17,450	17,830	18,210	18,590
Class 8.....	16,890	17,270	17,650	18,030	18,410	18,790	19,170
Class 9.....	17,470	17,850	18,230	18,610	18,990	19,370	19,750
Class 10.....	18,050	18,430	18,810	19,190	19,570	19,950	20,330
Class 11.....	18,630	19,010	19,390	19,770	20,150	20,530	20,910
Class 12.....	19,210	19,590	19,970	20,350	20,730	21,110	21,490
Class 13.....	19,790	20,170	20,550	20,930	21,310	21,690	22,070
Class 14.....	20,370	20,750	21,130	21,510	21,890	22,270	22,650
Class 15.....	20,950	21,330	21,710	22,090	22,470	22,850	23,230
Class 16.....	21,530	21,910	22,290	22,670	23,050	23,430	23,810
Class 17.....	22,110	22,490	22,870	23,250	23,630	24,010	24,390
Class 18.....	22,690	23,070	23,450	23,830	24,210	24,590	24,970
Class 19.....	23,270	23,650	24,030	24,410	24,790	25,170	25,550
Class 20.....	23,850	24,230	24,610	24,990	25,370	25,750	26,130
Class 21.....	24,430	24,810	25,190	25,570	25,950	26,330	26,710
Class 22.....	25,010	25,390	25,770	26,150	26,530	26,910	27,290

"(d) Foreign Service officers, Reserve officers, and Foreign Service staff officers and employees who are entitled to receive basic compensation immediately prior to the effective date of this section at one of the step rates provided by section 412 or section 415 of the Foreign Service Act of 1946, shall receive basic compensation on or after the effective date of this section at the corresponding step rate as provided by such section 412 or 415 as amended by this section.

"Employees in the Department of Medicine and Surgery in the Veterans' Administration

"SEC. 204. (a) Section 4103(b) of title 38 of the United States Code, prescribing the annual salary of the Chief Medical Director of the Department of Medicine and Surgery of the Veterans' Administration, is amended by striking out '\$19,580' and inserting in lieu thereof '\$21,345'.

"(b) Section 4103(c) of such title, prescribing the annual salary of the Deputy Chief Medical Director of the Department of Medicine and Surgery of the Veterans' Administration, is amended by striking out '\$18,480' and inserting in lieu thereof '\$20,145'.

"(c) Section 4103(d) of such title, relating to the annual salaries of the Assistant Chief Medical Directors and the directors of service

grade, until (1) he leaves his position, or (11) he is entitled to receive aggregate compensation at a higher rate by reason of the operation of this title or any other provision of law; but, when such position becomes vacant, the aggregate rate of compensation of any subsequent appointee thereto shall be fixed in accordance with applicable provisions of law. Subject to clauses (1) and (11) of the immediately preceding sentence of this paragraph, the amount of the increase provided by this section shall be held and considered for the purposes of section 208(b) of such Act of September 1, 1954, to constitute a part of the existing aggregate rate of compensation of such employee.

"Employees subject to the Foreign Service Act of 1946

"SEC. 203. (a) The third sentence of section 412 of the Foreign Service Act of 1946, as amended (22 U.S.C. 867), is amended by striking out '\$19,250' and inserting in lieu thereof '\$19,800'.

"(b) The fourth sentence of section 412 of such Act is amended to read as follows: 'The per annum salaries of Foreign Service officers within each of the other classes shall be as follows:

staff officers and employees within each class shall be as follows:

or chiefs of division of the Department of Medicine and Surgery of the Veterans' Administration, is amended—

"(1) by striking out '\$17,380' and inserting in lieu thereof '\$18,945'; and

"(2) by striking out '\$14,545 minimum to \$16,500 maximum' and inserting in lieu thereof '\$15,855 minimum to \$17,985 maximum'.

"(d) Section 4103(e) of such title, relating to the annual salaries of the Director of Nursing Service and the Deputy Director of Nursing Service of the Department of Medicine and Surgery of the Veterans' Administration, is amended—

"(1) by striking out '\$12,770 minimum to \$13,970 maximum' and inserting in lieu thereof '\$13,920 minimum to \$15,230 maximum'; and

"(2) by striking out '\$11,355 minimum to \$12,555 maximum' and inserting in lieu thereof '\$12,380 minimum to \$13,685 maximum'.

"(e) Section 4103(f) of such title, relating to the annual salaries of the chief pharmacist, the chief dietitian, the chief physical therapist, and the chief occupational therapist of the Department of Medicine and Surgery of the Veterans' Administration, is amended to read as follows:

"(f) The Administrator may appoint a chief pharmacist, a chief dietitian, a chief physical therapist, and a chief occupational therapist. During the period of his service as such, the chief pharmacist and the chief dietitian shall be paid a salary of \$13,920 minimum to \$15,230 maximum a year and the chief physical therapist and the chief occupational therapist shall be paid a salary of \$12,380 minimum to \$13,685 maximum a year.

"(f) Section 4107 of such title, relating to the maximum and minimum rates of annual salary of certain employees of the Medical Service, the Dental Service, and the Nursing Service of the Department of Medicine and Surgery of the Veterans' Administration, is amended to read as follows:

"§ 4107. Grades and pay scales

"(a) The grades and per annum full-pay ranges for positions provided in paragraph (1) of section 4104 of this title shall be as follows:

" *Medical service*

" 'Chief grade, \$13,920 minimum to \$15,230 maximum.

" 'Senior grade \$12,380 minimum to \$13,685 maximum.

" 'Intermediate grade, \$10,785 minimum to \$12,090 maximum.

" 'Full grade, \$9,080 minimum to \$10,390 maximum.

" 'Associate grade, \$7,665 minimum to \$8,975 maximum.

" 'Junior grade, \$7,095 minimum to \$8,075 maximum.

" *Dental service*

" 'Chief grade, \$13,920 minimum to \$15,230 maximum.

" 'Senior grade, \$12,380 minimum to \$13,685 maximum.

" 'Intermediate grade \$10,785 minimum to \$12,090 maximum.

" 'Full grade, \$9,080 minimum to \$10,390 maximum.

" 'Associate grade, \$7,665 minimum to \$8,975 maximum.

" 'Junior grade, \$7,095 minimum to \$8,075 maximum.

" *Nursing service*

" 'Assistant Director, \$9,080 minimum to \$10,390 maximum.

" 'Senior grade, \$7,665 minimum to \$8,975 maximum.

" 'Full grade, \$6,525 minimum to \$7,505 maximum.

" 'Associate grade, \$5,675 minimum to \$6,720 maximum.

" 'Junior grade, \$4,825 minimum to \$5,870 maximum.

" *Administration*

"(b) Notwithstanding any law, Executive order, or regulation, the Administrator shall prescribe by regulation the hours and conditions of employment and leaves of absence of physicians, dentists, and nurses."

"(g) Section 4108(d) of such title, prescribing the maximum amount of pay and allowances of medical, surgical, and dental specialists of the Department of Medicine and Surgery of the Veterans' Administration, is amended to read as follows:

"(d) Any person, rated as a medical, surgical, or dental specialist under the provisions of this section, shall receive, in addition to his basic pay, an allowance equal to 15 per centum of such pay, but in no event shall the pay plus the allowance authorized by this subsection exceed \$17,440 per annum."

" *Agricultural stabilization and conservation county committee employees*

"SEC. 205. (a) The rates of compensation of persons employed by the county committees established pursuant to section 8(b) of the Soil Conservation and Domestic Allotment Act (16 U.S.C. 590h(b)) shall be in-

creased by amounts equal, as nearly as may be practicable, to the increases provided by this Act for corresponding rates of compensation in the appropriate schedule or scale of pay.

"(b) (1) Section 2 of the Civil Service Retirement Act, as amended (5 U.S.C. 2252), is amended by adding at the end thereof the following new subsection:

"(h) This Act shall apply to persons employed by the county committees established pursuant to section 8(b) of the Soil Conservation and Domestic Allotment Act (16 U.S.C. 590h(b)), subject to the following requirements:

"(1) The Secretary of Agriculture is authorized and directed to prescribe and issue such regulations as may be necessary to provide a means of effecting the application and operation of the provisions of this Act with respect to such employees;

"(2) The Commission is authorized and directed to accept the certification of the Secretary of Agriculture or his designee with respect to service, for purposes of this Act, rendered by such employees prior to the effective date of this amendment; and

"(3) Service rendered prior to the effective date of this amendment as an employee of a county committee established pursuant to section 8(b) of the Soil Conservation and Domestic Allotment Act (16 U.S.C. 590h(b)) shall be included in computing length of creditable service for the purposes of this Act only (A) if the employee has to his credit a total period of not less than five years of allowable service under this Act (including service allowable under this amendment) and (B) if, within two years after the effective date of this amendment, the employee shall have deposited with interest at 4 per centum per annum to December 31, 1947, and 3 per centum per annum thereafter, compounded on December 31 of each year, to the credit of the fund, a sum equal to the aggregate of the amounts which would have been deducted from his basic salary during the period of service claimed under this paragraph if during such period he had been subject to this Act."

"(2) Notwithstanding any other provision of law, annuity benefits under the Civil Service Retirement Act resulting from the operation of this subsection shall be paid from the civil service retirement and disability fund.

"(c) Section 2 of the Federal Employees' Group Life Insurance Act of 1954, as amended (5 U.S.C. 2091), is amended by adding at the end thereof the following new subsection:

"(d) Persons employed by the county committees established pursuant to section 8(b) of the Soil Conservation and Domestic Allotment Act (16 U.S.C. 590h(b)) shall, under such conditions of eligibility as the Commission by regulation may prescribe, come within the purview of this Act. The Secretary of Agriculture is authorized and directed to prescribe and issue such regulations as may be necessary to provide a means of effecting the application and operation of the provisions of this subsection with respect to such persons."

"(d) Section 3 of the Federal Employees Health Benefits Act of 1959 (5 U.S.C. 3002) is amended by adding at the end thereof the following new subsection:

"(f) Persons employed by the county committees established pursuant to section 8(b) of the Soil Conservation and Domestic Allotment Act (16 U.S.C. 590h(b)) may, in such manner and under such conditions of eligibility as the Commission by regulation may prescribe, enroll in an approved health benefits plan described in section 4 either as an individual or for self and family, under the same terms and conditions as apply to other employees who are eligible to enroll in such a plan under this Act. The Secretary of Agri-

culture is authorized and directed to prescribe and issue such regulations as may be necessary to provide a means of effecting the application and operation of the provisions of this subsection with respect to such persons."

" *Employees in the judicial branch*

"SEC. 206. (a) The rates of basic compensation of officers and employees in or under the judicial branch of the Government whose rates of compensation are fixed by or pursuant to paragraph (2) of subdivision a of section 62 of the Bankruptcy Act (11 U.S.C. 102(a)(2)), section 3656 of title 18 of the United States Code, the third sentence of section 603, section 604(a)(5), or sections 672 to 675, inclusive, of title 28 of the United States Code, or section 107(a)(6) of the Act of July 31, 1956, as amended (5 U.S.C. 2206(a)(6)), are hereby increased by amounts equal to the increases provided by section 202 of this title in corresponding rates of compensation paid to officers and employees subject to the Classification Act of 1949, as amended.

"(b) The limitations provided by applicable law on the effective date of this section with respect to the aggregate salaries payable to secretaries and law clerks of circuit and district judges are hereby increased by the amounts necessary to pay the additional basic compensation provided by this title.

"(c) Section 753(e) of title 28 of the United States Code (relating to the compensation of court reporters for district courts) is amended by striking out '\$7,095' and inserting in lieu thereof '\$7,735'."

" *Employees in the legislative branch*

"SEC. 207. (a) Each officer and employee in or under the legislative branch of the Government whose rate of compensation is increased by section 5 of the Federal Employees Pay Act of 1946 shall be paid additional compensation at the rate of 9 per centum of his gross rate of compensation (basic compensation plus additional compensation authorized by law).

"(b) The basic compensation of each employee in the office of a Senator is hereby adjusted, effective on July 1, 1960, to the lowest multiple of \$60 which will provide a gross rate of compensation not less than the gross rate such employee was receiving immediately prior thereto, except that the foregoing provisions of this subsection shall not apply in the case of any employee if on or before the fifteenth day following the date of enactment of this Act the Senator by whom such employee is employed notifies the disbursing office of the Senate in writing that he does not wish such provisions to apply to such employee. In any case in which, at the expiration of the time within which a Senator may give notice under this subsection, such Senator is deceased such notice shall be deemed to have been given.

"(c) Notwithstanding the provision referred to in subsection (d), the rates of gross compensation of each of the elected officers of the Senate (except the Presiding Officer of the Senate), the Parliamentarian of the Senate, the Legislative Counsel of the Senate, the Senior Counsel in the Office of the Legislative Counsel of the Senate, and the Chief Clerk of the Senate are hereby increased by 9 per centum.

"(d) The paragraph imposing limitations on basic and gross compensation of officers and employees of the Senate appearing under the heading 'SENATE' in the Legislative Appropriation Act, 1956 (69 Stat. 510; Public Law 242, Eighty-fourth Congress), is amended to read as follows:

"No officer or employee whose compensation is disbursed by the Secretary of the Senate shall be paid basic compensation at a rate in excess of \$8,880 per annum, or gross compensation at a rate in excess of \$17,900

per annum, unless expressly authorized by law. This paragraph shall not apply to employees whose rates of compensation are subject to the limitations provided by the amendments made by subsections (g) and (h) of section 207 of the Federal Employees Salary Increase Act of 1960.

"(e) The limitation on gross rate per hour per person provided by applicable law on the effective date of this section with respect to the folding of speeches and pamphlets for the Senate is hereby increased by 9 per centum. The amount of such increase shall be computed to the nearest cent, counting one-half cent and over as a whole cent. The provisions of subsection (a) of this section shall not apply to employees whose compensation is subject to such limitation.

"(f) The official reporters of proceedings and debates of the Senate and their employees shall be considered to be officers or employees in or under the legislative branch of the Government within the meaning of subsection (a).

"(g) The paragraph relating to rates of compensation of employees of committees of the Senate, contained in the Legislative Appropriation Act, 1956, as amended (69 Stat. 505; Public Law 242, Eighty-fourth Congress), is amended (1) by striking out '\$8,040 per annum' and inserting 'any amount which, together with additional compensation authorized by law, will not exceed the maximum rate authorized for grade 16 of the General Schedule of the Classification Act of 1949, as amended', (2) by striking out '\$8,460 per annum' and inserting 'any amount which, together with additional compensation authorized by law, will not exceed the maximum rate authorized for grade 17 of the General Schedule of such Act', and (3) by striking out '\$8,880 per annum' and inserting 'any amount which, together with additional compensation authorized by law, will not exceed the maximum rate authorized by the General Schedule of such Act'.

"(h) (1) The second proviso in the paragraph relating to the authority of Senators to rearrange the basic salaries of employees in their respective offices which appears in the Legislative Branch Appropriation Act, 1947, as amended (2 U.S.C. 60f), is amended to read as follows: 'Provided, That no salary shall be fixed under this section at a basic rate of more than \$5,100 per annum, except that (1) the salary of one employee may be fixed at a basic rate which, together with additional compensation authorized by law, will not exceed the maximum rate provided by the General Schedule of the Classification Act of 1949, as amended, (2) the salary of one other employee may be fixed at a basic rate which, together with additional compensation authorized by law, will not exceed the maximum rate provided for grade 17 of such schedule, and (3) the salary of one other employee may be fixed at a basic rate which, together with additional compensation authorized by law, will not exceed the maximum rate provided for grade 16 of such schedule'.

"(2) The basic clerk hire allowance of each Senator is increased by \$1,020.

"(i) The basic compensation of the Administrative Assistants to the Speaker, Majority Leader, Minority Leader, Majority Whip, and Minority Whip, and of the Administrative Assistant to any Member of the House who has served as Speaker of the House, shall be at a per annum basic rate which, together with additional compensation authorized by law, is equal to the maximum rate authorized by the Classification Act of 1949, as amended.

"(j) Section 202(e) of the Legislative Reorganization Act of 1946, as amended (2 U.S.C. 72a(e)), is amended (1) by striking out '\$8,880' where it first appears in such subsection and inserting in lieu thereof 'the highest amount which, together with additional compensation authorized by law, will not exceed the maximum rate authorized by the Classification Act of 1949, as amended,' and (2) by striking out '\$8,880' at the second place where it appears in such subsection and inserting in lieu thereof 'the highest amount which, together with additional compensation authorized by law, will not exceed the maximum rate authorized by the Classification Act of 1949, as amended'.

"(k) (1) This subsection is enacted as an exercise of the rulemaking power of the House of Representatives with full recognition of the constitutional right of the House of Representatives to change the rule amended by this subsection at any time, in the same manner, and to the same extent as in the case of any other rule of the House of Representatives.

"(2) Clause 28(c) of rule XI of the Rules of the House of Representatives is amended (A) by striking out '\$8,880' where it first appears in such clause and inserting in lieu thereof 'the highest amount which, together with additional compensation authorized by law, will not exceed the maximum rate authorized by the Classification Act of 1949, as amended,' and (B) by striking out '\$8,880' at the second place where it appears in such clause and inserting in lieu thereof 'the highest amount which, together with additional compensation authorized by law, will not exceed the maximum rate authorized by the Classification Act of 1949, as amended'.

"(1) Each officer or employee of the House of Representatives, whose compensation is disbursed by the Clerk of the House of Representatives and is not increased automatically, or is not permitted to be increased administratively, by reason of any other provision of this section, shall receive additional compensation at the rate of 9 per centum of the rate of his total annual compensation in effect immediately prior to the effective date of this section.

"(m) The limitations on gross rate per thousand and gross rate per hour per person provided by applicable law on the effective date of this section with respect to the folding of speeches and pamphlets for the House of Representatives are hereby increased by 9 per centum. The amount of each such increase shall be computed to the nearest

cent, counting one-half cent and over as a whole cent.

"(n) The additional compensation provided by this section shall be considered a part of basic compensation for the purposes of the Civil Service Retirement Act (5 U.S.C. 2251 and the following).

"TITLE III—GENERAL PROVISIONS

"Authorization of appropriations

"SEC. 301. There are hereby authorized to be appropriated such sums as may be necessary to carry out the provisions of this Act.

"Effective date

"SEC. 302. The foregoing provisions of this Act shall become effective on the first day of the first pay period which begins on or after July 1, 1960."

Mr. MORRISON (interrupting the reading of the amendment). Mr. Chairman, I ask unanimous consent that further reading of the committee amendment in the reported bill be dispensed with.

The CHAIRMAN. Is there objection to the request of the gentleman from Louisiana?

Mr. HALLECK. Mr. Chairman, for the present, I object.

The Clerk resumed the reading of the committee amendment.

Mr. MORRISON (during the reading of the amendment). Mr. Chairman, I ask unanimous consent that further reading of the committee amendment in the reported bill be dispensed with.

The CHAIRMAN. Is there objection to the request of the gentleman from Louisiana?

There was no objection.

Mr. MORRISON. Mr. Chairman, by direction of the Committee on Post Office and Civil Service, I offer a substitute for the committee amendment, which is at the Clerk's desk.

The Clerk read as follows:

Committee amendment offered by Mr. MORRISON as a substitute to the committee amendment: Strike out all after the enacting clause and insert in lieu thereof the following:

"TITLE I—SALARY ADJUSTMENTS FOR GOVERNMENT EMPLOYEES

"Part A—Postal field service employees

"Short Title

"SEC. 101. This part may be cited as the 'Postal Employees Salary Increase Act of 1960'.

"Postal Field Service Schedule

"SEC. 102. The Postal Field Service Schedule contained in section 301(a) of the Postal Field Service Compensation Act of 1955, as amended (72 Stat. 145, 215; 39 U.S.C. 971(a)), is amended to read as follows:

"POSTAL FIELD SERVICE SCHEDULE

Level	Per annum rates and steps							Level	Per annum rates and steps						
	1	2	3	4	5	6	7		1	2	3	4	5	6	7
1.....	\$3,415	\$3,545	\$3,675	\$3,805	\$3,935	\$4,065	\$4,195	11.....	\$7,560	\$7,820	\$8,080	\$8,340	\$8,600	\$8,860	\$9,120
2.....	3,670	3,805	3,940	4,075	4,210	4,345	4,480	12.....	8,320	8,605	8,890	9,175	9,460	9,745	10,030
3.....	3,955	4,100	4,245	4,390	4,535	4,680	4,825	13.....	9,160	9,470	9,780	10,090	10,400	10,710	11,020
4.....	4,345	4,505	4,665	4,825	4,985	5,145	5,305	14.....	10,075	10,410	10,745	11,080	11,415	11,750	12,085
5.....	4,605	4,765	4,925	5,085	5,245	5,405	5,565	15.....	11,075	11,440	11,805	12,170	12,535	12,900	13,265
6.....	4,975	5,150	5,325	5,500	5,675	5,850	6,025	16.....	12,205	12,670	13,135	13,600	14,065	14,530	14,995
7.....	5,370	5,555	5,740	5,925	6,110	6,295	6,480	17.....	13,505	13,870	14,235	14,600	14,965	15,330	15,695
8.....	5,790	5,995	6,200	6,405	6,610	6,815	7,020	18.....	15,165	15,525	15,885	16,245	16,605	16,965	17,325
9.....	6,255	6,480	6,705	6,930	7,155	7,380	7,605	19.....	16,585	16,945	17,305				
10.....	6,870	7,110	7,350	7,590	7,830	8,070	8,310	20.....	17,200						

"Rural Carrier Schedule

"SEC. 103. (a) The Rural Carrier Schedule contained in section 302(a) of such Act, as amended (72 Stat. 145; 39 U.S.C. 972(a)), is amended to read as follows:

"RURAL CARRIER SCHEDULE

"Per annum rates and steps

	1	2	3	4	5	6	7		1	2	3	4	5	6	7
Carriers in rural delivery service:								Compensation per mile per annum for each mile up to 30 miles of route	\$71						
Fixed compensation per annum	\$2,053	\$2,132	\$2,211	\$2,290	\$2,369	\$2,448	\$2,527	For each mile of route over 30 miles	24						
Compensation per mile per annum for each mile up to 30 miles of route	71	73	75	77	79	81	83	Temporary carriers in rural delivery service on routes having regular carriers absent without pay or on military leave	(1)	(1)	(1)	(1)	(1)	(1)	(1)
For each mile of route over 30 miles	24	24	24	24	24	24	24	Substitute carriers in rural delivery service on routes having carriers absent with pay	(1)	(1)	(1)	(1)	(1)	(1)	(1)
Temporary carriers in rural delivery service on routes to which no regular carrier is assigned:															
Fixed compensation per annum	2,053														

"1 Basic compensation authorized for the regular carrier."

"(b) Section 302(c) of such Act, as amended (69 Stat. 119, 72 Stat. 145; 39 U.S.C. 972 (c)), is amended by striking out '\$5,165 during the period referred to in section 304(c) or \$5,035 thereafter' and inserting in lieu thereof 'the basic salary for the maximum step in the Rural Carrier Schedule for a route sixty-one miles in length'.

"Fourth-class office schedule

"SEC. 104. The Fourth-Class Office Schedule contained in section 303(a) of such Act, as amended (72 Stat. 146; 39 U.S.C. 973(a)), is amended to read as follows:

"FOURTH-CLASS OFFICE SCHEDULE

Gross receipts	Per annum rates and steps							Gross receipts	Per annum rates and steps						
	1	2	3	4	5	6	7		1	2	3	4	5	6	7
\$1,300 to \$1,499.99	\$2,979	\$3,078	\$3,177	\$3,276	\$3,375	\$3,474	\$3,573	\$250 to \$349.99	\$1,242	\$1,282	\$1,322	\$1,362	\$1,402	\$1,442	\$1,482
\$900 to \$1,299.99	2,730	2,820	2,910	3,000	3,090	3,180	3,270	\$200 to \$249.99	993	1,025	1,057	1,089	1,121	1,153	1,185
\$600 to \$899.99	2,234	2,309	2,384	2,459	2,534	2,609	2,684	\$100 to \$199.99	745	769	793	817	841	865	889
\$350 to \$599.99	1,737	1,794	1,851	1,908	1,965	2,022	2,079	Under \$100	495	511	527	543	559	575	591

"Related Provisions Covering Postal Field Service Employees

"SEC. 105. (a) Section 304(c) of such Act, as amended (72 Stat. 146; 39 U.S.C. 974(c)), is hereby repealed.

"(b) Section 401 of such Act, as amended (39 U.S.C. 981), is amended by adding at the end thereof the following subsection:

"(d) Any increase in basic salary granted by law on or after the effective date of this subsection shall not be deemed to be an equivalent increase in basic salary within the meaning of subsection (a) of this section."

"(c) The annual rate of basic salary of any officer or employee whose basic salary, im-

mediately prior to the effective date of this subsection, is at a rate between two scheduled rates, or above the highest scheduled rate, in the Postal Field Service Schedule, the Rural Carrier Schedule, or the Fourth-Class Office Schedule, whichever may be applicable, is hereby increased by an amount equal to the amount of the increase made by this part in the next lower rate of the appropriate level in such schedule. As used in this subsection, the term 'basic salary' has the same meaning as when used in the Postal Field Service Compensation Act of 1955.

"(d) This part shall have the same force

and effect within Guam as within other possessions of the United States.

"Part B—Government employees generally

"Short Title

"SEC. 111. This part may be cited as the 'Federal Employees Salary Increase Act of 1960'.

"Salary Increase for Employees Subject to Classification Act of 1949

"SEC. 112. (a) Section 603(b) of the Classification Act of 1949, as amended (72 Stat. 203; 5 U.S.C. 1113(b)), is amended to read as follows:

"(b) The compensation schedule for the General Schedule shall be as follows:

"Grade	Per annum rates							"Grade	Per annum rates						
	1	2	3	4	5	6	7		1	2	3	4	5	6	7
GS-1	\$3,185	\$3,290	\$3,395	\$3,500	\$3,605	\$3,710	\$3,815	GS-10	\$6,995	\$7,160	\$7,325	\$7,490	\$7,655	\$7,820	\$7,985
GS-2	3,500	3,605	3,710	3,815	3,920	4,025	4,130	GS-11	7,560	7,820	8,080	8,340	8,600	8,860	
GS-3	3,760	3,865	3,970	4,075	4,180	4,285	4,390	GS-12	8,955	9,215	9,475	9,735	9,995	10,255	
GS-4	4,040	4,145	4,250	4,355	4,460	4,565	4,670	GS-13	10,635	10,895	11,155	11,415	11,675	11,935	
GS-5	4,345	4,510	4,675	4,840	5,005	5,170	5,335	GS-14	12,210	12,470	12,730	12,990	13,250	13,510	
GS-6	4,830	4,995	5,160	5,325	5,490	5,655	5,820	GS-15	13,730	14,055	14,380	14,705	15,030		
GS-7	5,355	5,520	5,685	5,850	6,015	6,180	6,345	GS-16	15,255	15,515	15,775	16,035	16,295		
GS-8	5,885	6,050	6,215	6,380	6,545	6,710	6,875	GS-17	16,530	16,790	17,050	17,310	17,570		
GS-9	6,435	6,600	6,765	6,930	7,095	7,260	7,425	GS-18	18,500						

"(b) The rates of basic compensation of officers and employees to whom this section applies shall be initially adjusted as follows:

"(1) If the officer or employee is receiving basic compensation immediately prior to the effective date of this section at one of the scheduled or longevity rates of a grade in the General Schedule of the Classification Act of 1949, as amended, he shall receive a rate of basic compensation at the corresponding scheduled or longevity rate in effect on and after such date.

"(2) If the officer or employee is receiving basic compensation immediately prior to the effective date of this section at a rate between two scheduled or two longevity rates, or between a scheduled and a longevity rate, of a grade in the General Schedule, he

shall receive a rate of basic compensation at the higher of the two corresponding rates in effect on and after such date.

"(3) If the officer or employee (other than an officer or employee subject to paragraph (4) of this subsection), immediately prior to the effective date of this section, is receiving basic compensation at a rate in excess of the maximum longevity rate of his grade, or in excess of the maximum scheduled rate of his grade if there is no longevity rate for his grade, he shall receive basic compensation at a rate equal to the rate which he received immediately prior to such effective date, increased by an amount equal to the amount of the increase made by this section in the maximum longevity rate, or the maximum scheduled rate, as the case may be,

of his grade until (A) he leaves such position, or (B) he is entitled to receive basic compensation at a higher rate by reason of the operation of the Classification Act of 1949, as amended; but, when his position becomes vacant, the rate of basic compensation of any subsequent appointee thereto shall be fixed in accordance with such Act, as amended.

"(4) If the officer or employee, immediately prior to the effective date of this section, is receiving, pursuant to paragraph (4) of section 2(b) of the Federal Employees Salary Increase Act of 1955, an existing aggregate rate of compensation determined under section 208(b) of the Act of September 1, 1954 (68 Stat. 1111; Public Law 763, Eighty-third Congress), plus the amount of

the increase provided by section 2 of the Federal Employees Salary Increase Act of 1955 and by section 2 of the Federal Employees Salary Increase Act of 1958, he shall receive an aggregate rate of compensation equal to the sum of (A) his existing aggregate rate of compensation determined under such section 208(b) of the Act of September 1, 1954, (B) the amount of the increase provided by section 2 of the Federal Employees Salary Increase Act of 1955, (C) the amount of the increase provided by section 2 of the Federal Employees Salary Increase Act of 1958, and (D) the amount of the increase made by this section in the maximum

"Class 1....	\$17,250	\$17,650	\$18,050	\$18,450	\$18,850	\$19,250	\$19,650	-----
Class 2....	14,900	15,255	15,610	15,965	16,320	16,675	17,030	-----
Class 3....	12,535	12,890	13,245	13,600	13,955	14,310	14,665	-----
Class 4....	10,645	10,945	11,245	11,545	11,845	12,145	12,445	-----

"(c) The second sentence of section 415 of such Act (22 U.S.C. 870) is amended to read as follows: "The per annum rates of staff officers and employees within each class shall be as follows:

"Class 1.....	\$12,655	\$13,030	\$13,405	\$13,780	\$14,155	-----
Class 2.....	11,740	12,065	12,390	12,715	13,040	-----
Class 3.....	10,785	11,095	11,405	11,715	12,025	-----
Class 4.....	9,780	10,090	10,400	10,710	11,020	-----
Class 5.....	9,025	9,285	9,545	9,805	10,065	\$10,325
Class 6.....	8,270	8,500	8,730	8,960	9,190	9,420
Class 7.....	7,515	7,745	7,975	8,205	8,435	8,665
Class 8.....	6,760	6,990	7,220	7,450	7,680	7,910
Class 9.....	6,005	6,235	6,465	6,695	6,925	7,155
Class 10.....	5,500	5,690	5,880	6,070	6,260	6,450
Class 11.....	5,000	5,155	5,310	5,465	5,620	5,775

"(d) Foreign Service officers, Reserve officers, and Foreign Service staff officers and employees who are entitled to receive basic compensation immediately prior to the effective date of this section at one of the step rates provided by section 412 or section 415 of the Foreign Service Act of 1946, shall receive basic compensation on or after the effective date of this section at the corresponding step rate as provided by such section 412 or 415 as amended by this section. "Employees in the Department of Medicine and Surgery in the Veterans' Administration

"Sec. 114. (a) Section 4103(b) of title 38 of the United States Code relating to the annual salary of the Chief Medical Director of the Department of Medicine and Surgery of the Veterans' Administration, is amended by striking out '\$19,580' and inserting in lieu thereof '\$21,050'.

"(b) Section 4103(c) of such title, relating to the annual salary of the Deputy Chief Medical Director of the Department of Medicine and Surgery of the Veterans' Administration, is amended by striking out '\$18,480' and inserting in lieu thereof '\$19,870'.

"(c) Section 4103(d) of such title, relating to the annual salaries of the Assistant Chief Medical Directors and the directors of service or chiefs of division of the Department of Medicine and Surgery of the Veterans' Administration, is amended—

"(1) by striking out '\$17,380' and inserting in lieu thereof '\$18,685'; and

"(2) by striking out '\$14,545 minimum to \$16,500 maximum' and inserting in lieu thereof '\$15,640 minimum to \$17,740 maximum'.

"(d) Section 4103(e) of such title, relating to the annual salaries of the Director of Nursing Service and the Deputy Director of Nursing Service of the Department of Medicine and Surgery of the Veterans' Administration, is amended—

"(1) by striking out '\$12,770 minimum to \$13,970 maximum' and inserting in lieu thereof '\$13,730 minimum to \$15,030 maximum'; and

"(2) by striking out '\$11,355 minimum to \$12,555 maximum' and inserting in lieu thereof '\$12,210 minimum to \$13,510 maximum'.

"(e) Section 4103(f) of such title, relating to the annual salaries of the chief pharmacist, the chief dietitian, the chief physical therapist, and the chief occupational therapist of the Department of Medicine and

longevity rate of his grade, until (i) he leaves his position, or (ii) he is entitled to receive aggregate compensation at a higher rate by reason of the operation of this title or any other provision of law; but, when such position becomes vacant, the aggregate rate of compensation of any subsequent appointee thereto shall be fixed in accordance with applicable provisions of law. Subject to clauses (i) and (ii) of the immediately preceding sentence of this paragraph, the amount of the increase provided by this section shall be held and considered for the purposes of section 208(b) of such Act of September 1, 1954, to constitute a part of

the existing aggregate rate of compensation of such employee.

"Employees Subject to the Foreign Service Act of 1946

"Sec. 113. (a) The third sentence of section 412 of the Foreign Service Act of 1946, as amended (22 U.S.C. 867), is amended by striking out '\$19,250' and inserting in lieu thereof '\$19,800'.

"(b) The fourth sentence of section 412 of such Act is amended to read as follows: "The per annum salaries of Foreign Service officers within each of the other classes shall be as follows:

Class 5....	\$8,755	\$9,055	\$9,355	\$9,655	\$9,955	\$10,255	\$10,555	-----
Class 6....	7,215	7,455	7,695	7,935	8,175	8,415	8,655	-----
Class 7....	6,035	6,215	6,395	6,575	6,755	6,935	7,115	-----
Class 8....	5,035	5,265	5,445	5,625	5,805	5,985	6,165	\$6,345

Class 12.....	\$4,495	\$4,650	\$4,805	\$4,960	\$5,115	\$5,270	\$5,425
Class 13.....	4,010	4,165	4,320	4,475	4,630	4,785	4,940
Class 14.....	3,550	3,705	3,860	4,015	4,170	4,325	4,480
Class 15.....	3,325	3,440	3,555	3,670	3,785	3,900	4,015
Class 16.....	3,095	3,175	3,255	3,335	3,415	3,495	3,575
Class 17.....	2,860	2,910	3,020	3,100	3,180	3,260	3,340
Class 18.....	2,610	2,720	2,800	2,880	2,960	3,040	3,120
Class 19.....	2,410	2,490	2,570	2,650	2,730	2,810	2,890
Class 20.....	2,180	2,260	2,340	2,420	2,500	2,580	2,660
Class 21.....	1,950	2,030	2,110	2,190	2,270	2,350	2,430
Class 22.....	1,720	1,800	1,880	1,960	2,040	2,120	2,200

"Full grade, \$6,435 minimum to \$7,425 maximum.

"Associate grade, \$5,600 minimum to \$6,630 maximum.

"Junior grade, \$4,760 minimum to \$5,790 maximum.

"Administration

"(b) Notwithstanding any law, Executive order, or regulation, the Administrator shall prescribe by regulation the hours and conditions of employment and leaves of absence of physicians, dentists, and nurses."

"(g) Section 4108(d) of such title, prescribing the maximum amount of pay and allowances of medical, surgical, and dental specialists of the Department of Medicine and Surgery of the Veterans' Administration, is amended to read as follows:

"(d) Any person, rated as a medical, surgical, or dental specialist under the provisions of this section, shall receive, in addition to his basic pay, an allowance equal to 15 per centum of such pay, but in no event shall the pay plus the allowance authorized by this subsection exceed \$17,200 per annum."

"Agricultural Stabilization and Conservation County Committee Employees

"Sec. 115. (a) The rates of compensation of persons employed by the county committees established pursuant to section 8(b) of the Soil Conservation and Domestic Allotment Act (16 U.S.C. 590h(b)) shall be increased by amounts equal, as nearly as may be practicable, to the increases provided by this title for corresponding rates of compensation in the appropriate schedule or scale of pay.

"(b) (1) Section 2 of the Civil Service Retirement Act, as amended (5 U.S.C. 2252), is amended by adding at the end thereof the following new subsection:

"(h) This Act shall apply to persons employed by the county committees established pursuant to section 8(b) of the Soil Conservation and Domestic Allotment Act (16 U.S.C. 590h(b)), subject to the following requirements:

"(1) The Secretary of Agriculture is authorized and directed to prescribe and issue such regulations as may be necessary to provide a means of effecting the application and operation of the provisions of this Act with respect to such employees;

"(2) The Commission is authorized and directed to accept the certification of the Secretary of Agriculture or his designee with respect to service, for purposes of this Act,

Surgery of the Veterans' Administration, is amended to read as follows:

"(f) The Administrator may appoint a chief pharmacist, a chief dietitian, a chief physical therapist, and a chief occupational therapist. During the period of his service as such, the chief pharmacist and the chief dietitian shall be paid a salary of \$13,730 minimum to \$15,030 maximum a year and the chief physical therapist and the chief occupational therapist shall be paid a salary of \$12,210 minimum to \$13,510 maximum a year."

"(f) Section 4107(a) of such title, relating to the maximum and minimum rates of annual salary of certain employees of the Medical Service, the Dental Service, and the Nursing Service of the Department of Medicine and Surgery of the Veterans' Administration, is amended to read as follows:

"§ 4107. Grades and pay scales

"(a) The grades and per annum full-pay ranges for positions provided in paragraph (1) of section 4104 of this title shall be as follows:

"Medical Service

"Chief grade, \$13,730 minimum to \$15,030 maximum.

"Senior grade, \$12,210 minimum to \$13,510 maximum.

"Intermediate grade, \$10,635 minimum to \$11,935 maximum.

"Full grade, \$8,955 minimum to \$10,255 maximum.

"Associate grade, \$7,560 minimum to \$8,860 maximum.

"Junior grade, \$6,995 minimum to \$7,985 maximum.

"Dental Service

"Chief grade, \$13,730 minimum to \$15,030 maximum.

"Senior grade, \$12,210 minimum to \$13,510 maximum.

"Intermediate grade, \$10,635 minimum to \$11,935 maximum.

"Full grade, \$8,955 minimum to \$10,255 maximum.

"Associate grade, \$7,560 minimum to \$8,860 maximum.

"Junior grade, \$6,995 minimum to \$7,985 maximum.

"Nursing Service

"Assistant Director, \$8,955 minimum to \$10,255 maximum.

"Senior grade, \$7,560 minimum to \$8,860 maximum.

rendered by such employees prior to the effective date of this amendment; and

"(3) Service rendered prior to the effective date of this amendment as an employee of a county committee established pursuant to section 8(b) of the Soil Conservation and Domestic Allotment Act (16 U.S.C. 590h(b)) shall be included in computing length of creditable service for the purposes of this Act only (A) if the employee has to his credit a total period of not less than five years of allowable service under this Act (including service allowable under this amendment) and (B) if, within two years after the effective date of this amendment, the employee shall have deposited with interest at 4 per centum per annum to December 31, 1947, and 3 per centum per annum thereafter, compounded on December 31 of each year, to the credit of the fund, a sum equal to the aggregate of the amounts which would have been deducted from his basic salary during the period of service claimed under this paragraph if during such period he had been subject to this Act."

"(2) Notwithstanding any other provision of law, annuity benefits under the Civil Service Retirement Act resulting from the operation of this subsection shall be paid from the civil service retirement and disability fund.

"(c) Section 2 of the Federal Employees' Group Life Insurance Act of 1954, as amended (5 U.S.C. 2091), is amended by adding at the end thereof the following new subsection:

"(d) Persons employed by the county committees established pursuant to section 8(b) of the Soil Conservation and Domestic Allotment Act (16 U.S.C. 590h(b)) shall, under such conditions of eligibility as the Commission by regulation may prescribe, come within the purview of this Act. The Secretary of Agriculture is authorized and directed to prescribe and issue such regulations as may be necessary to provide a means of effecting the application and operation of the provisions of this subsection with respect to such persons."

"(d) Section 3 of the Federal Employees Health Benefits Act of 1959 (5 U.S.C. 3002) is amended by adding at the end thereof the following new subsection:

"(f) Persons employed by the county committees established pursuant to section 8(b) of the Soil Conservation and Domestic Allotment Act (16 U.S.C. 590h(b)) may, in such manner and under such conditions of eligibility as the Commission by regulation may prescribe, enroll in an approved health benefits plan described in section 4 either as an individual or for self and family, under the same terms and conditions as apply to other employees who are eligible to enroll in such a plan under this Act. The Secretary of Agriculture is authorized and directed to prescribe and issue such regulations as may be necessary to provide a means of effecting the application and operation of the provisions of this subsection with respect to such persons."

"Employees in the Judicial Branch

"SEC. 116. (a) The rates of basic compensation of officers and employees in or under the judicial branch of the Government whose rates of compensation are fixed by or pursuant to paragraph (2) of subdivision a of section 62 of the Bankruptcy Act (11 U.S.C. 102(a)(2)), section 3656 of title 18 of the United States Code, the third sentence of section 603, section 604(a)(5), or sections 672 to 675, inclusive, of title 28 of the United States Code, or section 107(a)(6) of the Act of July 31, 1956, as amended (5 U.S.C. 2206(a)(6)), are hereby increased by amounts equal to the increases provided by section 612 of this part in corresponding rates of compensation paid to officers and employees subject to the Classification Act of 1949, as amended.

"(b) The limitations provided by applicable law on the effective date of this section with respect to the aggregate salaries payable to secretaries and law clerks of circuit and district judges are hereby increased by the amounts necessary to pay the additional basic compensation provided by this part.

"(c) Section 753(e) of title 28 of the United States Code (relating to the compensation of court reporters for district courts) is amended by striking out '\$7,095' and inserting in lieu thereof '\$7,630'.

"Employees in the Legislative Branch

"SEC. 117. (a) Each officer and employee in or under the legislative branch of the Government whose rate of compensation is increased by section 5 of the Federal Employees Pay Act of 1946 shall be paid additional compensation at the rate of 7.5 per centum of his gross rate of compensation (basic compensation plus additional compensation authorized by law).

"(b) The basic compensation of each employee in the office of a Senator is hereby adjusted, effective on July 1, 1960, to the lowest multiple of \$60 which will provide a gross rate of compensation not less than the gross rate such employee was receiving immediately prior thereto, except that the foregoing provisions of this subsection shall not apply in the case of any employee if on or before the fifteenth day following the date of enactment of this Act the Senator by whom such employee is employed notifies the disbursing office of the Senate in writing that he does not wish such provisions to apply to such employee. In any case in which, at the expiration of the time within which a Senator may give notice under this subsection, such Senator is deceased such notice shall be deemed to have been given.

"(c) Notwithstanding the provision referred to in subsection (d), the rates of gross compensation of each of the elected officers of the Senate (except the Presiding Officer of the Senate), the Parliamentarian of the Senate, the Legislative Counsel of the Senate, the Senior Counsel in the Office of the Legislative Counsel of the Senate, and the Chief Clerk of the Senate are hereby increased by 7.5 per centum.

"(d) The paragraph imposing limitations on basic and gross compensation of officers and employees of the Senate appearing under the heading 'SENATE' in the Legislative Appropriation Act, 1956 (69 Stat. 510; Public Law 242, Eighty-fourth Congress), is amended to read as follows:

"No officer or employee whose compensation is disbursed by the Secretary of the Senate shall be paid basic compensation at a rate in excess of \$8,800 per annum, or gross compensation at a rate in excess of \$17,525 per annum, unless expressly authorized by law."

"(e) The limitation on gross rate per hour per person provided by applicable law on the effective date of this section with respect to the folding of speeches and pamphlets for the Senate is hereby increased by 7.5 per centum. The amount of such increase shall be computed to the nearest cent, counting one-half cent and over as a whole cent. The provisions of subsection (a) of this section shall not apply to employees whose compensation is subject to such limitation.

"(f) The official reporters of proceedings and debates of the Senate and their employees shall be considered to be officers or employers in or under the legislative branch of the Government within the meaning of subsection (a).

"(g) Each officer or employee of the House of Representatives, whose compensation is disbursed by the Clerk of the House of Representatives and it is not increased automatically, or is not permitted to be increased administratively, by reason of any other provision of this section, shall receive additional compensation at the rate of 7.5 per centum of the rate of his total annual compensation

in effect immediately prior to the effective date of this section.

"(h) The limitations on gross rate per thousand and gross rate per hour per person provided by applicable law on the effective date of this section with respect to the folding of speeches and pamphlets for the House of Representatives are hereby increased by 7.5 per centum. The amount of each such increase shall be computed to the nearest cent, counting one-half cent and over as a whole cent.

"(i) The additional compensation provided by this section shall be considered a part of basic compensation for the purposes of the Civil Service Retirement Act (5 U.S.C. 2251 and the following).

"Part C—General Provisions

"Authorization of Appropriations

"SEC. 121. There are hereby authorized to be appropriated such sums as may be necessary to carry out the provisions of this title and title II.

"Effective Date

"SEC. 122. The foregoing provisions of this title and the provisions of section 201 shall become effective on the first day of the first pay period which begins on or after July 1, 1960.

"TITLE II—EXECUTIVE AND SUPERGRADE POSITIONS

"SEC. 201. The Federal Executive Pay Act of 1956 be amended as follows:

"(1) Section 106(a) is amended by adding the following new subparagraph after subparagraph (45):

"(46) Legal adviser, solicitor, or general counsel of an executive department (excluding the Department of Justice)";

"(2) Section 106(b) is amended by deleting the present subparagraph (9) and by inserting in lieu thereof the following:

"(9) General counsel of a military department."

"SEC. 202. There shall be in the Department of Health, Education, and Welfare an Administrative Assistant Secretary of Health, Education, and Welfare who shall be appointed, with the approval of the President, by the Secretary of Health, Education, and Welfare under the classified civil service, who shall perform such duties as the Secretary shall prescribe, and whose annual rate of basic compensation shall be \$19,000.

"SEC. 203. (a) Subsection (b) of section 505 of the Classification Act of 1949, as amended, is amended (1) by striking out 'fourteen hundred and twenty-nine' and inserting 'fourteen hundred and nine', (2) by striking out 'three hundred and seventy-one' and inserting 'three hundred and sixty-three', and (3) by striking out 'one hundred and fifty-three' and inserting 'one hundred and fifty-two'.

"(b) Such section is further amended by adding at the end thereof a new subsection as follows:

"(1) The Interstate Commerce Commission is authorized, subject to the standards and procedures prescribed by this Act, to place a total of two positions in grade 18, ten positions in grade 17, and thirteen positions in grade 16 of the General Schedule. Such positions shall be in addition to the number of positions authorized to be placed in such grades by subsection (b)."

Mr. MORRISON (during the reading of the amendment). Mr. Chairman, I ask unanimous consent that further reading of the substitute amendment be dispensed with and that it be printed in the RECORD.

The CHAIRMAN. Is there objection to the request of the gentleman from Louisiana?

Mr. HOFFMAN of Michigan. Mr. Chairman, reserving the right to object,

will the gentleman tell us what the rest of it is, just briefly?

Mr. MORRISON. If the gentleman had remained here during general debate he would have heard it. It was debated for 2 hours, and we told exactly what was in it.

Mr. HOFFMAN of Michigan. I heard it all right, but it was kind of difficult to understand the way you put it.

Mr. MORRISON. I will try to do better next time.

The CHAIRMAN. Is there objection to the request of the gentleman from Louisiana?

There was no objection.

Mr. MORRISON. Mr. Chairman, I will not take up the Committee's time. I am sure they have heard everything contained in this substitute amendment. It in effect changes the amount of the pay raise from 9 percent across the board to 7.5 percent across the board salary raise for all Federal employees.

Mr. Chairman, I yield back the balance of my time.

The CHAIRMAN. The question is on the amendment offered by the gentleman from Louisiana [Mr. MORRISON] as a substitute to the committee amendment.

The substitute amendment was agreed to.

The CHAIRMAN. The question is on the committee amendment as amended by the substitute.

The committee amendment was agreed to.

The CHAIRMAN. Under the rule, the Committee rises.

Mr. HOFFMAN of Michigan. Mr. Chairman, I have a preferential motion.

The CHAIRMAN. The motion comes too late.

The Committee will rise.

Mr. HOFFMAN of Michigan. I wonder if the Chairman could explain that, why it is too late, under the rule?

The CHAIRMAN. Such a motion is in order only when amendments are in order, and under the rule amendments are not now in order.

Accordingly the Committee rose; and the Speaker having resumed the chair, Mr. Boggs, Chairman of the Committee of the Whole House on the State of the Union, reported that that Committee having had under consideration the bill (H.R. 9883) to adjust the rates of basic compensation of certain officers and employees of the Federal Government, and for other purposes, pursuant to House Resolution 537, he reported the bill back to the House with an amendment adopted in the Committee of the Whole.

The SPEAKER. Under the rule, the previous question is ordered.

The question is on agreeing to the amendment.

The amendment was agreed to.

The SPEAKER. The question is on the engrossment and third reading of the bill.

The bill was ordered to be engrossed and read a third time, and was read the third time.

The SPEAKER. The question is on the passage of the bill.

Mr. REES of Kansas. Mr. Speaker, I offer a motion to recommit.

The SPEAKER. Is the gentleman opposed to the bill?

Mr. REES of Kansas. I am.

The SPEAKER. The gentleman qualifies. The Clerk will report the motion. The Clerk read as follows:

Mr. REES of Kansas moves to recommit the bill, H.R. 9883, to the House Committee on Post Office and Civil Service, with instructions to report it back forthwith with a salary increase for those covered under the bill of 5 percent in lieu of the increase provided in the amendment.

Mr. MORRISON. Mr. Speaker, I make the point of order that there can be only a straight motion to recommit on this bill.

The SPEAKER. The rule specifically provided otherwise. The rule provides for a motion to recommit with or without instructions.

Mr. MORRISON. Mr. Speaker, I withdraw my point of order and move the previous question.

The previous question was ordered.

The SPEAKER. The question is on the motion to recommit.

Mr. HALLECK. Mr. Speaker, on that I ask for the yeas and nays.

The yeas and nays were ordered.

The question was taken and there were—yeas 94, nays 324, not voting 14, as follows:

[Roll No. 133]

YEAS—94

Abbitt	Fisher	Mumma
Abernethy	Flynt	Nelsen
Alexander	Ford	O'Konski
Alger	Frelinghuysen	Passman
Allen	Gary	Pilcher
Andersen,	Goodell	Pillion
Minn.	Griffin	Poage
Andrews	Haley	Poff
Arends	Halleck	Ray
Avery	Hardy	Reece, Tenn.
Baker	Harrison	Rees, Kans.
Barry	Henderson	Rhodes, Ariz.
Bass, N.H.	Herlong	Robison
Bates	Hess	St. George
Bennett, Fla.	Hiestand	Scherer
Berry	Hoeven	Schneebell
Betts	Hoffman, Ill.	Short
Brown, Ohio	Hoffman, Mich.	Sikes
Budge	Jackson	Siler
Brynes, Wis.	Jonas	Smith, Kans.
Cederberg	Keith	Smith, Miss.
Chamberlain	Kilburn	Smith, Va.
Colmer	Kitchin	Taber
Curtis, Mo.	Lafore	Teague, Calif.
Dague	Laird	Teague, Tex.
Derwinski	Langen	Thomson, Wyo.
Devine	Latta	Tuck
Dorn, S.C.	McCulloch	Westland
Dowdy	McIntire	Wharton
Downing	McMillan	Whitten
Elliot, Pa.	Matthews	Winstead
Everett	Meador	

NAYS—324

Adair	Belcher	Brown, Ga.
Addonizio	Bennett, Mich.	Brown, Mo.
Albert	Blatnik	Broyhill
Alford	Blitch	Burke, Ky.
Anderson,	Boggs	Burke, Mass.
Mont.	Boland	Burleson
Anfuso	Bolling	Byrne, Pa.
Ashley	Bolton	Cahill
Ashmore	Bonner	Canfield
Aspinall	Bosch	Cannon
Auchincloss	Bow	Casey
Ayres	Bowles	Celler
Balley	Boykin	Chelf
Baldwin	Brademas	Chenoweth
Baring	Bray	Chipperfield
Barr	Breeding	Church
Barrett	Brewster	Clark
Bass, Tenn.	Brock	Coad
Baumhart	Brooks, La.	Coffin
Becker	Brooks, Tex.	Cohelan
Beckworth	Broomfield	Collier

Conte	Johnson, Wis.	Pirnie
Cook	Jones, Ala.	Porter
Cooley	Jones, Mo.	Powell
Corbett	Judd	Preston
Cramer	Karsten	Price
Cunningham	Karth	Prokop
Curtin	Kasem	Pucinski
Curtis, Mass.	Kastenmeyer	Quie
Daddario	Kearns	Quigley
Daniels	Kee	Rabaut
Davis, Ga.	Kelly	Rains
Davis, Tenn.	Keogh	Randall
Dawson	Kilday	Reuss
Delaney	Kilgore	Rhodes, Pa.
Dent	King, Calif.	Riehlman
Denton	King, Utah	Riley
Derounian	Kirwan	Rivers, Alaska
Diggs	Kluczynski	Roberts
Dingell	Knox	Rodino
Dixon	Kowalski	Rogers, Colo.
Donohue	Kyl	Rogers, Fla.
Dooley	Landrum	Rogers, Mass.
Dorn, N.Y.	Lane	Rogers, Tex.
Doyle	Lankford	Rooney
Dulski	Lennon	Roosevelt
Dwyer	Lesinski	Rostenkowski
Edmondson	Levering	Roush
Elliot, Ala.	Libonati	Rutherford
Evins	Lindsay	Santangelo
Fallon	Lipscomb	Saund
Farbstein	McCormack	Saylor
Fascell	McDonough	Schenck
Feighan	McDowell	Schwengel
Fenton	McFall	Scott
Fino	McGinley	Selden
Flood	McGovern	Shelley
Flynn	McSweeney	Sheppard
Fogarty	Macdonald	Shipley
Foley	Machrowicz	Simpson
Forand	Mack	Sisk
Forrester	Madden	Slack
Fountain	Magnuson	Smith, Calif.
Frazier	Mahon	Smith, Iowa
Friedel	Mailliard	Spence
Fulton	Marshall	Springer
Gallagher	Martin	Staggers
Garmatz	Mason	Steed
Gathings	May	Stratton
Gavin	Merrow	Stubblefield
George	Metcalf	Sullivan
Glaime	Meyer	Teller
Gilbert	Michel	Thomas
Glenn	Miller, Clem	Thompson, La.
Granahan	Miller,	Thompson, N.J.
Grant	George P.	Thompson, Tex.
Gray	Miller, N.Y.	Thornberry
Griffiths	Milliken	Toll
Gross	Mills	Tollefson
Gubser	Minshall	Trimble
Hagen	Mitchell	Udall
Halpern	Moeller	Ullman
Hargis	Monagan	Utt
Harmon	Montoya	Vanik
Harris	Moore	Van Pelt
Hays	Moorhead	Van Zandt
Healey	Morgan	Vinson
Hébert	Morris, N. Mex.	Wainwright
Hechler	Morrison	Wallhauser
Hemphill	Moss	Walter
Hogan	Multer	Wampler
Holifield	Murphy	Watts
Holland	Murray	Weaver
Holt	Natcher	Weiss
Holtzman	Nix	Whitener
Horan	Norblad	Widnall
Hosmer	Norrell	Wier
Huddleston	O'Brien, Ill.	Williams
Hull	O'Brien, N.Y.	Willis
Ikard	O'Hara, Ill.	Wilson
Inouye	O'Hara, Mich.	Withrow
Irwin	O'Neill	Wolf
Jarman	Oliver	Wright
Jennings	Osmer	Yates
Jensen	Ostertag	Young
Johansen	Pelly	Younger
Johnson, Calif.	Perkins	Zablocki
Johnson, Colo.	Pfost	Zelenko
Johnson, Md.	Philbin	

NOT VOTING—14

Barden	Durham	Moulder
Bentley	Green, Oreg.	Patman
Buckley	Green, Pa.	Rivers, S.C.
Burdick	Loser	Taylor
Carnahan	Morris, Okla.	

So the motion to recommit was rejected.

The Clerk announced the following pairs:

Mr. Rivers of South Carolina with Mr. Bentley.

Mr. Green of Pennsylvania with Mr. Taylor.
Mr. Buckley with Mr. Burdick.

Mr. JENNINGS changed his vote from "yea" to "nay."

The result of the vote was announced as above recorded.

The SPEAKER. The question is on the passage of the bill.

Mr. MORRISON. Mr. Speaker, on this I ask for the yeas and nays.

The yeas and nays were ordered.

The question was taken; and there were—yeas 378, nays 40, not voting 14, as follows:

[Roll No. 134]

YEAS—378

Abbutt	Corbett	Hoeven
Abernethy	Cramer	Hoffman, Ill.
Adair	Cunningham	Hogan
Addonizio	Curtin	Holifield
Albert	Curtis, Mass.	Holland
Alexander	Daddario	Holt
Alford	Dague	Holtzman
Andersen,	Daniels	Horan
Minn.	Davis, Ga.	Hosmer
Anderson,	Davis, Tenn.	Huddleston
Mont.	Dawson	Hull
Andrews	Delaney	Ikard
Anfuso	Dent	Inouye
Ashley	Denton	Irwin
Ashmore	Derounian	Jarman
Aspinall	Derwinski	Jennings
Auchincloss	Devine	Jensen
Avery	Diggs	Johnson, Calif.
Ayres	Dingell	Johnson, Colo.
Bailey	Dixon	Johnson, Md.
Baker	Donohue	Johnson, Wis.
Baldwin	Dooley	Jonas
Baring	Dorn, N.Y.	Jones, Ala.
Barr	Dowdy	Judd
Barrett	Downing	Karsten
Barry	Doyle	Karthe
Bass, N.H.	Dulski	Kasem
Bass, Tenn.	Dwyer	Kastenmeier
Bates	Edmondson	Kearns
Baumhart	Elliott, Ala.	Kee
Becker	Elliott, Pa.	Keith
Beckworth	Evins	Kelly
Belcher	Fallon	Keough
Bennett, Fla.	Farbstein	Kilday
Bennett, Mich.	Fascell	Kilgore
Betts	Feighan	King, Calif.
Blatnik	Fenton	King, Utah
Blitch	Fino	Kirwan
Boggs	Fisher	Kitchin
Boland	Flood	Kluczynski
Bolling	Flynn	Knox
Bolton	Fogarty	Kowalski
Bonner	Foley	Kyl
Bosch	Forand	Lafore
Bow	Forrester	Landrum
Bowles	Fountain	Lane
Boykin	Frazier	Langen
Brademas	Frelinghuysen	Lankford
Bray	Friedel	Latta
Breeding	Fulton	Lennon
Brewster	Gallagher	Lesinski
Brock	Garmatz	Levering
Brooks, La.	Gary	Libonati
Brooks, Tex.	Gathings	Lindsay
Broomfield	Gavin	Lipscomb
Brown, Ga.	George	McCormack
Brown, Mo.	Giaino	McCulloch
Brown, Ohio	Gilbert	McDonough
Broyhill	Glenn	McDowell
Burke, Ky.	Goodell	McFall
Burke, Mass.	Granahan	McGinley
Burleson	Grant	McGovern
Byrne, Pa.	Gray	McMillan
Cahill	Griffiths	McSween
Canfield	Gubser	Macdonald
Cannon	Hagen	Machrowicz
Casey	Haley	Mack
Celler	Halpern	Madden
Chamberlain	Hardy	Magnuson
Chelf	Hargis	Mahon
Chenoweth	Harmon	Mailliard
Chiperfield	Harris	Marshall
Church	Hays	Martin
Clark	Healey	Mason
Coad	Hébert	Matthews
Coffin	Hechler	May
Cohelan	Hemphill	Meador
Collier	Henderson	Morrow
Conte	Herlong	Metcalf
Cook	Hess	Meyer
Cooley	Hiestand	Michel

Miller, Clem	Quigley
Miller,	Rabaut
George P.	Rains
Miller, N.Y.	Randall
Milliken	Reuss
Mills	Rhodes, Pa.
Minshall	Riehlman
Mitchell	Riley
Moeller	Rivers, Alaska
Monagan	Roberts
Montoya	Robison
Moore	Rodino
Moorhead	Rogers, Colo.
Morgan	Rogers, Fla.
Morris, N.Mex.	Rogers, Mass.
Morrison	Rogers, Tex.
Moss	Rooney
Multer	Roosevelt
Mumma	Rostenkowski
Murphy	Roush
Natcher	Rutherford
Nelsen	St. George
Nix	Santangelo
Norblad	Saund
O'Brien, Ill.	Saylor
O'Brien, N.Y.	Schenck
O'Hara, Ill.	Schneebeli
O'Hara, Mich.	Schwengel
O'Konski	Scott
O'Neill	Selden
Oliver	Shelley
Osmer	Sheppard
Ostertag	Shipley
Passman	Sikes
Pelly	Siler
Perkins	Simpson
Pfost	Sisk
Philbin	Slack
Pirnie	Smith, Calif.
Porter	Smith, Iowa
Powell	Smith, Miss.
Preston	Spence
Price	Springer
Prokop	Staggers
Pucinski	Steed
Quie	Stratton

NAYS—40

Alger	Gross	Poage
Allen	Halleck	Poff
Arends	Harrison	Ray
Berry	Hoffman, Mich.	Reece, Tenn.
Budge	Jackson	Rees, Kans.
Byrnes, Wis.	Johansen	Rhodes, Ariz.
Cederberg	Jones, Mo.	Scherer
Colmer	Kilburn	Short
Curtis, Mo.	Laird	Smith, Kans.
Dorn, S.C.	McIntire	Smith, Va.
Everett	Murray	Taber
Flynt	Norrell	Tuck
Ford	Pilcher	
Griffin	Pillion	

NOT VOTING—14

Barden	Durham	Moulder
Bentley	Green, Oreg.	Patman
Buckley	Green, Pa.	Rivers, S.C.
Burdick	Loser	Taylor
Carnahan	Morris, Okla.	

So the bill was passed.

The Clerk announced the following pairs:

Mr. Buckley with Mr. Bentley.
Mr. Green of Pennsylvania with Mr. Barden.

Mr. Rivers of South Carolina with Mr. Taylor.

Mr. THOMSON of Wyoming changed his vote from "nay" to "yea."

The vote was announced as above recorded.

A motion to reconsider was laid on the table.

GENERAL LEAVE TO EXTEND

Mr. MORRISON. Mr. Speaker, I ask unanimous consent that all Members have 5 legislative days to revise and extend their remarks, just prior to the vote on this bill.

The SPEAKER. Without objection, it is so ordered.

There was no objection.

DEPARTMENT OF AGRICULTURE AND FARM CREDIT ADMINISTRATION APPROPRIATION BILL, 1961

Mr. WHITTEN. Mr. Speaker, I call up the conference report on the bill (H.R. 12117) making appropriations for the Department of Agriculture and Farm Credit Administration for the fiscal year ending June 30, 1961, and for other purposes, and ask unanimous consent that the statement of the managers on the part of the House be read in lieu of the report.

The Clerk read the title of the bill.

The SPEAKER. Is there objection to the request of the gentleman from Mississippi?

There was no objection.

The Clerk read the statement.

(For conference report and statement, see proceedings of the House of June 14, 1960.)

Mr. WHITTEN (interrupting the reading of the statement). Mr. Speaker, I ask unanimous consent that further reading of the statement be dispensed with.

The SPEAKER. Is there objection to the request of the gentleman from Mississippi?

There was no objection.

Mr. SMITH of Iowa. Mr. Speaker, will the gentleman yield?

Mr. WHITTEN. I yield to the gentleman from Iowa.

Mr. SMITH of Iowa. Mr. Speaker, I would like to say to the gentleman from Mississippi that I am a little concerned about one sentence in the report, the very last sentence which says that the conferees do not favor construction of further Government-owned storage facilities.

I would like to cite as the background for my question the fact that last year, the first year of the Benson corn program, we produced 4.4 billion bushels of corn. We consumed 3.8 billion bushels. Obviously the CCC is obligated under these circumstances to take over a considerable amount of corn. There is some doubt there is sufficient properly located storage in existence today, even when you add the commercial together with the Government-owned storage. This means that the Commodity Credit Corporation must secure some additional storage somewhere. If they cannot secure the storage at a reasonable price from the trade, obviously they are going to have to or should provide it with some Government-owned facilities.

In order to make the language in the report more clear, did the gentleman intend to discourage the construction of more Government-owned storage under these circumstances, or where it is necessary?

Mr. WHITTEN. May I say to the gentleman that the gentleman from Illinois [Mr. YATES] offered the amendment commonly known as the Yates amendment. I think he rendered a real service in offering that amendment. I think it was beneficial to the conferees in writing the conference report. Generally we have tried to carry out the intent of that

amendment in our report, as I understand the intent, though the conference language speaks for itself.

As to the language to which the gentleman refers, I call attention again to the fact that we did not say government storage could not be built. We said only that we did not favor the construction of further Government-owned storage facilities. The intent, as I understand it, was that where commercial facilities can be made available or where the Government can promote the construction by commercial enterprise, on a reasonable cost basis, in those cases it should be done. But I do agree with the gentleman that under the price-support laws storage space must be made available in order to provide for the price-support program. In those cases where storage is not otherwise available the CCC would be duty bound to use this means of providing the price support benefits. Thus we come back to the fact that if commercial enterprises do not meet this need on a reasonable basis, there would be an obligation on the part of the Government to meet it. We do not favor doing that unless it should be necessary either because commercial warehousing was unavailable or because exorbitant rates were demanded.

Mr. YATES. Mr. Speaker, will the gentleman yield?

Mr. WHITTEN. I yield to the gentleman from Illinois.

Mr. YATES. Let me first thank the gentleman for his gracious comments on my amendment. I am still not clear as to what the meaning of the language used by the conferees is. I read from the conference report:

The conferees agree that commercial warehouse space for storing commodities be given preference, other things being equal.

Suppose you have two facilities in an area. You have a Government-owned facility and you have a commercial facility, both of which are empty. It would be cheaper to store the surplus commodity in the Government facility. Is it the intent of your amendment that the Commodity Credit Corporation should store such grain as requires storage in the Government facility under those conditions?

Mr. WHITTEN. If we presume that it would be more economical to use the Government storage, it is our intent that it be used. We do point out in the language we use that there are certain cost factors that should be taken into consideration in making the decision as to "most economical." The commercial warehouse agrees to deliver the same quality grain without deterioration. On the other hand, the Government under some circumstances might have no provision for loading and unloading and no provision for turnover. That in itself would not preclude Government-owned storage, but in determining which is most economical those different factors should be taken into account. Primarily what we say in the report is what I think the gentleman really intended in his amendment. We spell out some of the factors which are involved in the word "economical."

Mr. YATES. That was the intent of the amendment, to make the program be operated in the most economical way possible, and that is still the intent of the conference report, that the program be operated on the most economical basis possible, and that if the corporation has a choice between commercial and Government facilities and it would be more economical to use the Government facilities, the corporation is to use the Government facilities.

Mr. WHITTEN. It is my belief that would be required under the words of the charter, "Consistent with the efficient operation of the corporation." May I say the gentleman's efforts, I believe, will lead to considerable savings to the Government.

Mr. YATES. I thank the gentleman.

Mr. MAHON. Mr. Speaker, will the gentleman yield?

Mr. WHITTEN. I yield to the gentleman from Texas.

Mr. MAHON. Has the action of the conferees been discussed with the officials of the Department of Agriculture having to do with the storage of grain, and do they think that this compromise arrangement is reasonably satisfactory from the standpoint of the farmer, the warehouse man, and others involved?

Mr. WHITTEN. We have not discussed this with the Department officials. We had quite lengthy hearings with the departmental officials earlier. This in my judgment is in line with the sound operation of the corporation. I do not believe anybody in the Department could differ with the language. After all, the Department's handling of the matter led to the adoption first of the amendment and now of the report. I think it is in line with what sound-thinking people in the Department believe, and I think it is thoroughly workable.

Mr. JOHNSON of Maryland. Mr. Speaker, will the gentleman yield?

Mr. WHITTEN. I yield.

Mr. JOHNSON of Maryland. Mr. Speaker, I wish to commend the conference committee on their splendid report and to say that I appreciate their cooperation in having the funds for marketing services restored in the bill. As I told the House on May 11, the elimination of the appropriations for Federal compulsory poultry inspection would have a serious impact on the important poultry industry of the First Congressional District of Maryland. Members of the committee assured me that efforts would be made to restore these funds amounting to some \$26 million, and I am happy that this has been accomplished.

We are proud of our Eastern Shore poultry industry. Our producers have remarkably increased their efficiency in the use of inputs in feed, labor, capital, and management, which have resulted in lower production costs. Our breeders and hatcheries have provided improved meat-type strains, and our processors have adopted modern methods and techniques. Collectively, the industry has promoted its products in the Nation's marketplace. In spite of these economies and good market practices, the margin of profit to the poultry industry has been reduced to the point where

further investments in capital assets have been questioned.

For the past year, I have been pressing for more favorable freight rates on feed ingredients shipped from midwestern grain terminals to our district. Freight rates to other geographic areas of the same distance or more which produce poultry are for the most part considerably lower than those prevailing in my district. This inequity and discrimination is definitely unfair to the poultrymen on the Delmarva Peninsula. As an example, the Memphis area was at a \$1.97 a ton advantage over our poultry district. A study is now underway on freight price differential in the northeast area and I see some hope that our great poultry industry will obtain this needed relief.

Another problem confronting the great Delmarva poultry-producing area is the need to deepen channels and improve harbor facilities in order to take advantage of cheaper water freight rates.

The Eastern Shore is one of the largest broiler-producing areas in the United States. Despite higher feed ingredient costs, higher freight rates, and higher operation costs generally, our poultry industry has held a respectable position because of its high degree of efficiency, good management, and quality birds. This great industry is and will continue as an important segment of the general economy of the district.

(Mr. JOHNSON of Maryland asked and was given permission to revise and extend his remarks.)

Mr. YATES. Mr. Speaker, on May 11, when the Department of Agriculture appropriations bill was on the floor, I offered an amendment to require the Commodity Credit Corporation to use Government storage facilities to the maximum extent possible, consistent with economical operation of the Corporation. The reason for the amendment was obvious. As the committee pointed out, the storage charges for fiscal year 1959 totaled almost \$482 million. For 1960, the storage charges for surplus commodities were estimated to be \$612 million. For the next fiscal year, storage charges were expected to exceed \$700 million. The Government itself owns facilities in which 9.5 million bushels of surplus commodities can be stored. According to the committee's hearings, these facilities are being used only to the extent of 65 percent.

Why is this important? Because of the great disparity between the costs of storage in Government facilities and commercial facilities. According to the hearings, the cost of using Government facilities is 5.1 cents per bushel as opposed to a cost of 16.3 cents per bushel in commercial facilities. And even with this tremendous difference in cost, it is the policy of the Department of Agriculture to require storage in commercial bins, even though empty Government storage space is available. It is clear that millions of dollars in storage charges can be saved if Government facilities are used to a greater extent.

Now the conferees have returned with their conference report which has stricken the amendment I offered in the

Digest of CONGRESSIONAL PROCEEDINGS

OF INTEREST TO THE DEPARTMENT OF AGRICULTURE

OFFICE OF
BUDGET AND FINANCE

(For Department
Staff Only)

CONTENTS

Issued June 17, 1960
For actions of June 16, 1960
86th-2d, No. 110

Acreage allotments.....6		
Appropriations.....2,8,14		
Casein imports.....23		
Cooperatives.....26		
Cotton.....3		
Development Loan Fund...14		
Economics.....27		
Education.....4		
Farm labor.....30		
Farm loans.....1,22		
Farm program.....26		
Flood control.....14		
Foreign affairs.....27		
Foreign aid.....14		
Forestry.....5,19		
Housing.....1,9,20		
Interest rates.....26		
Lands.....5,11,25		
Legislative program.....13		
Marketing quotas.....6		
Metropolitan affairs.....9		
Milk.....17		
Minerals.....25		
Minimum wage.....15		
Mutual security.....14		
Ocean freight.....14		
Pay raise.....13		
Personnel...10,13,19,24,28		
Pesticides.....7		
Property.....19		
Public Law 480.....15,17		
Purchasing.....31		
Reclamation.....12		
Ryukyu Islands.....14		
Small business.....29,31		
Sugar.....26		
Surplus commodities.....14		
Technical cooperation...14		
Water resources.....14		
Watersheds.....21		
Wildlife.....7		
Wool.....18		
Youth corps.....14		

HIGHLIGHTS: Senate passed housing bill which includes continuation of farm-housing loans provision. Senate committee reported bills to continue extra long staple cotton quota and to provide for advance consultation with Interior regarding pesticide use. House committee voted to introduce clean bill on amendments to Public Law 480. House debated mutual security appropriation bill. Rep. Marshall criticized program for export of nonfat dry milk. House committee voted to report bill to increase minimum wage level.

SENATE

1. **HOUSING; FARM LOANS.** Passed, 64-16, with amendments S. 3670, the housing bill' (pp. 11999, 12001-038). Agreed to an amendment by Sen. Capehart (concurring in by Sen. Sparkman) which "would extend the farm housing loan section to June 30, 1963, but would eliminate the \$50 million in the bill, which I think we have discovered, since the bill was written, is not particularly needed for the next year" (p. 12013).
2. **DEFENSE APPROPRIATION BILL, 1961.** Passed with amendments this bill, H. R. 11998. pp. 11928-38, 11943-88, 11990-1
3. **COTTON.** The Agriculture and Forestry Committee reported with amendment H. R. 11646, to amend the act authorizing the Secretary of Agriculture to collect and publish statistics of the grade and staple length of cotton, by defining certain offenses in connection with the sampling of cotton for classification and

providing a penalty provision (S. Rept. 1595). p. 11894

4. EDUCATION. The Agriculture and Forestry Committee reported without amendment S. 3450, to amend section 22 (relating to the endowment and support of colleges of agriculture and the mechanic arts) of the act of June 29, 1935, to increase the appropriation authorization for resident teaching grants to land-grant institutions (S. Rept. 1596). p. 11894
5. FOREST LANDS. The Agriculture and Forestry Committee reported without amendment S. 3665, to authorize the Secretary of Agriculture to grant an easement over certain lands to the trustees of the Cincinnati Southern Railway (S. Rept. 1597). p. 11894
- MARKETING QUOTAS.
6. ACREAGE ALLOTMENTS. The Agriculture and Forestry Committee reported with amendment S. 3117, to treat all basic agricultural commodities alike with respect to the cost of remeasuring acreage (S. Rept. 1598).
The Committee reported without amendment H. R. 12115, to extend the minimum national marketing quota for extra long staple cotton to the 1961 crop (S. Rept. 1599). p. 11894
7. FISH AND WILDLIFE; PESTICIDES. The Interstate and Commerce Committee reported with amendments S. 3473, to provide for advance consultation with the Fish and Wildlife Service and with State wildlife agencies before the beginning of any Federal program involving the use of pesticides or other chemicals designed for mass biological controls (S. Rept. 1601). p. 11894
8. LEGISLATIVE APPROPRIATION BILL, 1961. The Appropriations Committee reported with amendments this bill, H. R. 12232 (S. Rept. 1606). p. 11894
9. HOUSING; METROPOLITAN AFFAIRS. The Banking and Currency Committee reported with amendment S. 3292, to provide for the establishment of a Department of Housing and Metropolitan Affairs (S. Rept. 1607). p. 11894
10. PERSONNEL. ^{Both Houses} received from the Commerce Department a proposed bill to authorize an additional Assistant Secretary of Commerce; to Interstate and Foreign Commerce Committees. pp. 11893, 11891
11. PUBLIC LANDS Subcommittee of the Interior and Insular Affairs Committee approved for full committee consideration S. J. Res. 95, to accelerate reforestation programs; H. R. 9142, to pay for lands heretofore conveyed to the U. S. as a basis for lieu selections; H. R. 8740, to provide for leasing oil and gas interests in certain U. S. lands to Texas; S. 2806, to revise Coronado Memorial boundaries; S. 2959, to clarify State rights to select certain public lands subject to any outstanding mineral lease or permit; and S. 3434, to facilitate Alaska's selection of certain public lands. p. D561
12. RECLAMATION. Sen. Young, N. Dak., inserted a Reclamation Association statement criticizing some reclamation policies. pp. 11926-7
13. LEGISLATIVE PROGRAM. H. R. 9883, the Federal pay bill, was made the unfinished business (p. 12038).

\$4 million for additional grants; extend improvement and repair program 2 years and authorize appropriations of \$20 million for this purpose.

Section 507 (p. 37 of report; p. 30 of bill) would revive and extend hospital construction provisions of the Defense Housing and Community Facilities and Services Act of

1951, and authorize additional appropriations of \$7.5 million for this purpose.

PUBLIC CREDIT AND MONEY FOR HOUSING

As of June 30, 1959, \$105 billion (gross) of public credit and money had been used under Federal housing and related programs since 1933. Figures on the authority used during the current fiscal year 1960 are not

yet available. Use of the \$5½ billion of new authority provided in the pending bill would be in addition to the total as of June 30, 1960.

A summary of public credit and money (gross) used under Federal housing and related programs, 1933 through June 30, 1959, in tabular form, follows:

Summary of public credit and money (gross) used under Federal housing and related programs, 1933 to June 30, 1959

[In thousands of dollars]

Program	Authority to make loans, grants, purchase mortgages and insure loans		Authority to expend from public debt receipts			Appropriations		Administrative expenses ¹	Reserves from earnings	Payments to U.S. Treasury (interest, dividends, and capital)
	Total current authority	Cumulated gross total authority used	Total current authority	Gross amount borrowed	Owed to Treasury	Total	Unexpended balance			
Housing and Home Finance Agency:										
Authority to make loans, grants, and purchase mortgages:										
Office of the Administrator:										
College housing loans.....	2,925,000	565,802	925,000	621,200	594,418			6,152		\$ 27,035
Public facility loans.....	100,000	32,393	100,000	37,951	37,951			1,227		\$ 792
slum clearance and urban renewal:										
Loans.....	1,000,000	239,264	1,000,000	112,000	98,000					\$ 5,788
Capital grants.....	1,350,000	215,459				(207,000)	111	29,515		
Urban planning grants.....	10,000	5,512				(8,825)	4,313			
Public Works planning.....	46,000	10,517				(24,000)	16,489	1,378		
Housing studies.....	2,500									
Federal National Mortgage Association:										
secondary market operations (trust fund).....	2,028,831	2,116,956	2,273,469	2,169,810	41,531			7,626		\$ 13,018
special assistance functions.....	2,650,000	1,255,402	2,608,514	1,193,883	1,109,597			2,303		\$ 20,502
Management, and liquidating functions ⁴	2,044,785	3,006,915	1,139,541	5,273,654	1,139,541			25,381	131,314	\$ 366,924
Public Housing Administration:										
Administrative expenses.....						90,073				
						(336,000)		131,712		
Annual contributions.....	336,000	613,631				291,092				
Loans.....	1,500,000	4,937,788	1,500,000	5,192,074	27,000					\$ 97,983
Total, authority to make loans, grants and purchase mortgages.....	11,995,116	12,999,789	9,546,524	14,600,572	3,108,038	381,165	20,913	205,294	131,314	532,042
Authority to insure loans: Federal Housing Administration:										
Modernization and improvement insurance: Title I, sec. 2.....	1,750,000	11,962,027				46,577		34,999	78,511	\$ 8,333
Mortgage insurance:										
Title I: Sec. 8.....		204,260							4,871	
Title II:										
Sec. 203 (1 to 4 family).....		32,812,463				41,994			475,988	\$ 59,054
Secs. 207-210 (rental).....		773,340							12,601	\$ 5,557
Sec. 213 (cooperative).....		858,596				4,170				
Sec. 220 (urban renewal, rehabilitation).....		88,758							1,741	
Sec. 221 (relocation).....		102,501							1,124	
Sec. 222 (servicemen).....		748,631							6,741	
Sec. 225 (open end mortgages).....		99								
Title VI (War housing):										
Secs. 603-610 (1 to 4 family).....	32,083,994	3,661,325						345,116	165,467	\$ 6,390
Secs. 608-610.....		3,448,377				5,000				
Sec. 609.....		5,316								
Sec. 611.....		12,546								
Title VII (Housing investment insurance program).....						1,000			911	\$ 1,108
Title VIII (Military housing):										
Sec. 803.....		1,885,539				5,000			16,372	\$ 5,441
Sec. 809.....		39,022								
Title IX (Defense housing):										
Sec. 903.....		517,270							-6,414	
Sec. 908.....		63,427								
Total, authority to insure loans.....	33,833,994	57,283,527				103,741		380,115	757,913	85,883
Other: Office of the Administrator: Revolving fund for liquidating programs:										
Lanham public works.....						65,807				
Defense community facilities:										
Loans.....		3,233				(14,245)				
Grants.....		11,012				6,380				
Advance planning, non-Federal public works.....						93,607				
Alaska housing program.....		17,753				(17,753)		132,369		\$ 732,647
						1,247				
Loans for prefabricated housing.....		52,544		36,170						
Public Housing Administration:										
Public war housing.....						1,654,978				
Subsistence homesteads, etc.....						62,454				
Veterans' reuse housing.....						442,625				
Homes conversion program.....						90,109				
Total, other.....		84,542		36,170		2,417,207		132,369		732,647
Total, Housing and Home Finance Agency.....	45,829,110	70,367,858	9,546,524	14,636,742	3,108,038	2,902,113	20,913	717,778	889,227	1,350,572

Footnotes at end of table.

Summary of public credit and money (gross) used under Federal housing and related programs, 1933 to June 30, 1959—Continued

[In thousands of dollars]

Program	Authority to make loans, grants, purchase mortgages and insure loans		Authority to expend from public debt receipts			Appropriations		Administrative expenses ¹	Reserves from earnings	Payments to U.S. Treasury (interest, dividends, and capital)
	Total current authority	Cumulated gross total authority used	Total current authority	Gross amount borrowed	Owed to Treasury	Total	Unexpended balance			
Federal Home Loan Bank Board:										
Federal home loan banks.....	(⁸)	(⁸)	1,000,000							⁸ 150,917
Federal Savings and Loan Insurance Corporation.....	(⁹)		750,000					10,270	305,410	⁸ 148,216
Home Owners Loan Corporation.....		3,498,903		3,279,669				272,742		⁹ 200,000
Total, Federal Home Loan Bank Board.....		3,498,903	1,750,000	3,279,669				283,071	305,410	409,133
Veterans' Administration:										
Guaranteed loans.....	(¹⁰)	25,311,617								¹⁰ 127,250
Direct loans.....	1,164,887	1,061,138	933,056	933,056	930,078	996,614		170,650	51,167	¹⁰ 78,833
Total, Veterans' Administration.....	1,164,887	26,372,755	933,056	933,056	930,078	996,614		170,650	51,167	206,083
Department of Agriculture: Farmers Home Administration:										
Farmownership loans, direct.....	11 29,000	554,405	20,000	585,446	(¹²)	30,000		(¹²)		(¹²)
Farmownership loans, insured.....	12 125,000	235,333						(¹²)		
Farm housing loans.....	450,000	214,903	450,000	210,174	77,086	1,350		(¹²)		
Farm housing grants.....		364				1,050		(¹²)		
Contributions.....		138								
Total, Department of Agriculture.....	604,000	1,005,143	470,000	795,620	77,086	32,400				
Grand total.....	47,597,997	141,244,659	12,708,580	19,645,087	4,115,202	3,931,127	20,913	1,171,499	1,245,804	2,055,788

¹ Includes expenditures from appropriated and Agency funds.² Lending authority limited by corporate resources, including authority to expend from public debt receipts (col. 3). Generally, authority is equal to authority to expend from public debt receipts.³ Interest.⁴ Cumulative since transfer to Housing and Home Finance Agency; records while under Reconstruction Finance Corporation not available.⁵ Dividends.⁶ Capital.⁷ Represents allocations or reallocations to Public Housing Administration and predecessors on basis of best information available.⁸ Figures excluded; Federal home loan banks now privately owned.⁹ No monetary limitation; loans to prevent default of insured institutions.¹⁰ Unlimited, except by maximum to which individual loans may be guaranteed.¹¹ Amount authorized by Congress for fiscal year 1959. Authority is granted annually.¹² Not available.¹³ Annual limitation.¹⁴ Cumulative gross total of loans and grants, mortgages purchased, and loans insured, excludes repayments.

Mr. JOHNSON of Texas. Mr. President, I desire to pay a very special tribute to a man who is deserving of any and all of the nice things which can be said about a colleague. He is the very able junior Senator from Alabama [Mr. SPARKMAN].

I came to Congress shortly after he did, 23 years ago. I have observed his work with great respect and admiration. There is no Member of this body who is more attentive to his duties, more diligent in carrying them out, more faithful to the public trust, or more cooperative with the leadership.

I want him to know that the overwhelming vote which the bill has just received is a just tribute to the manner in which the bill was formulated, hearings were conducted, and the debate held on the floor of the Senate.

I salute him for it, and for the contribution he has made to his country's welfare.

Mr. SPARKMAN. Mr. President, I simply desire to say "Thank you" to the majority leader. The bill, as is true of all bills, is not perfect; but it will do much good over the period of time it is operative.

The LEGISLATIVE CLERK. A bill (H.R. 9883) to adjust the rates of basic compensation of certain officers and employees of the Federal Government, and for other purposes.

Mr. JOHNSON of Texas. Mr. President, I ask unanimous consent that there be a limitation of 1 hour on any amendment and 3 hours on the bill, the time to be equally divided. I have discussed this proposal with the sponsors of the bill and the minority leader, and it is agreeable to them.

The PRESIDING OFFICER. Is there objection? The Chair hears none, and it is so ordered.

The unanimous-consent agreement, subsequently reduced to writing, is as follows:

UNANIMOUS-CONSENT AGREEMENT

Ordered, That during the further consideration of the bill H.R. 9883, an act to adjust the rates of basic compensation of certain officers and employees of the Federal Government, and for other purposes debate on any amendment, motion, or appeal, except a motion to lay on the table, shall be limited to 1 hour, to be equally divided and controlled by the mover of any such amendment or motion and the majority leader: *Provided*, That in the event the majority leader is in favor of any such amendment or motion, the time in opposition thereto shall be controlled by the minority leader or some Senator designated by him: *Provided further*, That no amendment that is not germane to the provisions of the said bill shall be received.

Ordered further, That on the question of the final passage of the said bill debate shall be limited to 3 hours, to be equally divided and controlled, respectively, by the majority and minority leaders: *Provided*,

That the said leaders, or either of them, may, from the time under their control on the passage of the said bill, allot additional time to any Senator during the consideration of any amendment, motion, or appeal.

ORDER OF BUSINESS

Mr. JOHNSON of Texas. Mr. President, I should like the Senate to know that tomorrow it is expected that we will take up the public works authorization bill, the Department of Health, Education, and Welfare appropriation bill, and perhaps some other bills, which I shall announce later, after the Senate has concluded action on the pay increase bill.

The PRESIDING OFFICER. What is the pleasure of the Senate?

DISARMAMENT PROPOSALS

Mr. HUMPHREY. Mr. President, on Tuesday, June 14, I placed in the RECORD a comparative analysis of several proposals in the field of disarmament which have been made in recent months by the Soviet Union. This analysis clearly points out that the most recent proposal of June 2 by Premier Khrushchev was substantially different in several respects from previous Soviet proposals.

Mr. William R. Fry, writer for the Christian Science Monitor, and one of the most respected analysts in the field of disarmament and foreign policy, recently discussed the new Soviet disarmament plan in an article of recent date.

ADJUSTMENT OF COMPENSATION OF CERTAIN FEDERAL OFFICERS AND EMPLOYEES

Mr. JOHNSON of Texas. Mr. President, I ask unanimous consent that the Senate proceed to the consideration of Calendar No. 1655, H.R. 9883.

The PRESIDING OFFICER. The bill will be stated by title.

Digest of CONGRESSIONAL PROCEEDINGS

OF INTEREST TO THE DEPARTMENT OF AGRICULTURE

OFFICE OF
BUDGET AND FINANCE

(For Department
Staff Only)

CONTENTS

Issued June 20, 1960
For actions of June 17 and
June 18, 1960

86th-2d, Nos. 111 and 112

Acreage allotments.....21		
Adjournment.....18,45		
Administrative orders...30		
Alaska railroads.....17		
Annuities.....23		
Appropriations..2,10,17,39		
Area redevelopment.....52		
Botanic garden.....36		
Casein.....4		
Contracts.....34		
Cotton.....19		
Dairy price supports....20		
Defense production.....32		
Desert lands.....31		
Farm labor.....7,17,49		
Farm loans.....33		
Farm program...9,15,17,51		
Flood control.....3		
Food additives.....17,30		
Foreign aid.....10		
Fruits and nuts.....14		
Government orders.....4		
Grain storage.....43		
Household quarters.....23		
Housing.....40		
Mane slaughter.....54		
Imports.....4,14		
Indus River Basin.....10		
Information.....27,50		
HIGHLIGHTS: Senate passed.	Federal pay bill; Labor-New appropriation bill; omnibus	
flood control bill. Senate committee reported general Government matters and inde-		
pendent offices appropriation bills. House Rules Committee cleared Poage farm bill.		
House passed mutual security appropriation bill. (Highlights continued on page 7.)		
Organizations.....8	Public debt.....5,44	
Land grant colleges.....37	Public Law 430.....57	
Lands.....13,31,33	Public works.....47	
Legislative program.....17	Publications.....42	
Life insurance.....6	Reports.....41	
Livestock.....54	Research.....23,55	
Marketing.....16	Small business.....16,43	
Minerals.....29	Social security.....53	
Motor carriers.....17	Supplemental	
Mutual security.....10	appropriations.....17	
Oceanographic	Taxation.....5,44	
research.....28	Technical cooperation...10	
Pay raise.....1	Transportation.....11,26	
Personnel..1,6,12,23,40,56	Travel costs.....23	
Pesticides.....22	Vehicles.....35	
Point Four Youth Corps..10	Watersheds.....24	
Postal rates.....25	Wheat.....15,22	
Property.....17	Wool.....4	

SENATE - June 17

1. **FEDERAL PAY BILL.** Passed, 62-17, this bill, H. R. 9883, without amendment. The bill will now be sent to the President. pp. 12053-4, 12062-101
Rejected the following amendments:
By Sen. Carlson, 28-54, to provide for an increase averaging 6% rather than 7½% for classified employees. pp. 12063-71
By Sen. Ellender, 19-63, to limit increases to employees whose salary is not over \$10,000. pp. 12071-8
By Sen. Ellender, 23-58, to eliminate legislative employees from the bill. pp. 12078-82
By Sen. Church, to confine the bill to postal workers, 22-58. pp. 12082-8
By Sen. Dirksen, 11-70, to authorize the President to adjust pay to make it comparable to that in private enterprise. pp. 12088-97

Rejected, 21-56, a motion by Rep. Ervin to recommit the bill with instructions to report it back in separate bills for (1) postal and (2) other employees. pp. 12097-101

As passed, the bill includes provisions as follows: Provides for a general increase of $7\frac{1}{2}\%$ in the pay for Government employees. Increases salaries of the chief legal officers of departments from \$19,000 to \$20,000. Establishes the position of Administrative Assistant Secretary in HEW. Provides 5 additional supergrades in ICC.

2. APPROPRIATIONS. Passed, 63-6, with amendments the/ bill, H. R. 11390. Senate conferees were appointed. pp. 12177, 12224, 12230-43
 Labor-HEW appropriation
 The Appropriations Committee reported with amendments H. R. 11389, the general Government matters appropriation bill (S. Rept. 1610), and H. R. 11776, the independent offices appropriation bill (S. Rept. 1611). p. 12045
3. FLOOD CONTROL. Passed, 70-5, with amendments H. R. 7634, the omnibus flood control and rivers and harbors bill (pp. 12177-224). A letter from Assistant Secretary Peterson to Sen. Bush, comparing distribution of approved installation cost for flood prevention measures with that proposed in the Uniform Cost-Sharing Act, was inserted in the Record. (pp. 12218-222). Senate conferees were appointed (p. 12224).
4. IMPORTS. Agreed to conference reports on the following bills: H. R. 9881, to extend the existing law relating to free importation of personal and household effects brought into the U. S. under Government orders (p. 12225). H. R. 9322, to make permanent the existing suspension of duties on certain coarse wool (pp. 12225-6). H. R. 9862, to continue for 2 years the existing suspension of duties on certain lathes used for shoe-last roughing or for shoe-last finishing and for 3 years on casein (pp. 12226-30).
5. PUBLIC DEBT; TAXATION. Began debate on H. R. 12381, to extend for 1 year the public debt limit and the existing corporate normal-tax rate and certain excise-tax rates. pp. 12243-50
6. LIFE INSURANCE. The Post Office and Civil Service Committee reported without amendment S. 3421, to amend the Federal Employees' Group Life Insurance Act so as to provide authority for the Commission to determine claimants if no claim is filed (S. Rept. 1609). p. 12045
7. FARM LABOR. The names of Sens. Humphrey, Hart, Douglas, McNamara, Murray, Dodd, Proxmire, Clarke, and Young of Ohio were added as cosponsors of S. 3666, to extend the Mexican farm labor program for 2 years and to amend it to provide certain safeguards for the protection of domestic agricultural workers. pp. 12051, 12252
8. INTERNATIONAL ORGANIZATIONS. Both Houses received from the State Department a report on U. S. contributions to international organizations for the fiscal year 1959. pp. 12043, 12175

HOUSE - JUNE 17

9. FARM PROGRAM. The Rules Committee reported a resolution for consideration of H. R. 12261, the Poage farm bill to modify market adjustment and price support programs for wheat and feed grains and to provide a high-protein food distribution program. p. 12159
10. MUTUAL SECURITY APPROPRIATION BILL, 1961. By a vote of 258 to 154, passed with amendments this bill, H. R. 12619. pp. 12102-59, 12170-1

tacular, and have rehearsed it with all the skill and cunning at their command.

When I say "financed," I mean exactly that. Let us not think for a moment that the funds for those supercolossal manifestations of hatred came from the coffers of the Japanese Communist Party. It is not that big; it is not that strong. It represents a miniscule minority of that country.

A report I have received from a very reliable source states that the hard core of the Communist demonstrators were paid \$1.65 a day—an unusually high labor wage. In this Chamber we have had debates about the pay rates of garment workers, clothing workers, and tailors in Japan, which are 14 or 15 cents an hour. But the people who engaged in the riots were paid in excess of the rate for a long, hard day's work—simply to run the streets, light the fires of revolt and keep them burning until the Communist objective was achieved. That is how the Kremlin and Peking operate. That is how they keep boring into freedom, like worms boring into an apple. That is the raw technique of Communists—the use of a well-trained and well-rehearsed mob as a bludgeon to beat down the forces of orderly government, to create anarchy, on which the Communists thrive, and gain power.

Mr. President, anyone who seeks to make this administration a whipping boy for this tragic Japanese situation is closing his eyes to reality and closing his mind to the truth.

INSURANCE VANISHES WHEN MEDICAL CARE NEED IS GREATEST

Mr. PROXMIRE. Mr. President, many of our senior citizens have taken normal precautions for most of their lives against the devastating effects of high medical costs. The difficulty is that these very people find their hospital and surgical insurance canceled at the very time when they need it most.

Letter after letter from senior citizens of my State illustrate this problem. Illness is the handmaiden of old age. When our people most need medical care, they can least afford it; and insurance is either prohibitive or all but unobtainable.

The cost of medical care for the aged is 80 percent higher than the cost of medical care for the rest of the population, according to Secretary Flemming, of the Department of Health, Education, and Welfare.

Eight out of 10 of the aged suffer from one or more chronic ailments, as compared with 4 out of 10 persons of all ages. More than one out of every four aged persons are affected by heart disease; while the aged make up less than 9 percent of the total population, they comprise 40 percent of all cases with heart trouble. The average hospital stay of older persons is two to three times longer than that of persons under 65. Many physical handicaps of the aged could have been prevented if the diseases or injuries had been treated promptly.

Mr. President, I have before me a typical letter in regard to this aspect of the

problem of medical care for our senior citizens. I ask unanimous consent that the letter be printed at this point in the RECORD.

There being no objection, the letter was ordered to be printed in the RECORD, as follows:

DEAR SIR: I am writing to you in regard to H.R. 4700 which would amend the Social Security Act to include hospital, nursing home, and surgical costs for persons covered by this act after retiring.

I am 64 years old and will have to retire next January 1961. I have paid on insurance since 1937 when the company took out group insurance, but 30 days after retiring this is all canceled. I will have to look for other insurance to cover hospital and surgical care because I can't afford to be without insurance after 65. Few retired people can afford the price the insurance company asks for protection. Therefore I am asking you to vote for this bill or any amendments which might be added and are favorable to the retired persons on social security.

CONGRESS SHOULD PASS THE FEDERAL EMPLOYEES PAY BILL

Mr. BYRD of West Virginia. Mr. President, with Congress moving rapidly toward an early adjournment, there are certain legislative items that must be taken care of promptly and completely. No amount of pressure generated by the approaching national conventions and campaigns can be used as an excuse to justify overlooking these measures, or merely according them perfunctory treatment.

Among the issues which, in my opinion, must be decided is the question of the pending pay raise for postal workers and Federal employees under the Classification Act. Fortunately, in House bill 9883, the Senate now has under consideration an excellent measure that deserves the full support of this body.

I think all of us are now familiar with the general terms of this bill, so it will not be necessary to discuss them in any detail. It provides for a minimum 7½-percent increase in the salaries now being paid to postal and classified Federal employees and to certain other small categories of Government workers. All in all, the bill would be of benefit to approximately 1,570,000 civil servants and their families, at an annual cost of about \$697 million.

This is a great deal of money, and Congress should be sure of the merit of any legislation that commits the Government to expenditures of this size.

Money is important in the operations of the Federal Government, but the people who work for this Government are infinitely more important.

When the facts of this case are laid on the line, they present a compelling case for Congress to pass this proposed legislation.

If Federal employees are denied a raise which they have earned—and deserve—on the grounds that it is too expensive, an argument raised by some of its opponents, a great injustice will have been committed. This line of reasoning assumes, in effect, that there is nothing morally or economically wrong in expecting these employees to sub-

dize the functions of the Government. When put this bluntly, I do not think any of us will accept this argument.

An equally fallacious argument now being directed against this proposed legislation is that extensive comparative salary data now being collected by the Bureau of Labor Statistics might be used as the basis for salary legislation by the next Congress.

It is further claimed that the Classification Act contains certain inequities and defects that are not corrected by House bill 9883.

It must be cold comfort to the hard-pressed Federal employees to know that statistical data on salaries are now being compiled and that they might lead to a pay raise next year. These employees deserve this increase; and because they have already earned it, they deserve it now. It will be simple enough at a later date to make any adjustments that might be desirable on the basis of the Bureau of Labor Statistics report.

As for the alleged defects and inequities in the Classification Act, nobody contends that it is a perfect piece of legislation. But is it the law that we have in hand to work with, and it has proved satisfactory and workable for 11 years.

The voices of dissent that have used these arguments miss the point. If a pay raise is justified now, it should be granted now, even though it means a slight increase in the budget. If the Bureau of Labor Statistics study suggests the need for new legislation, we can enact such legislation after these data have been presented to Congress. And why should urgently needed salary action be delayed now because the Classification Act may have some flaws in it? We have had more than a decade to amend this law as we saw fit. Surely that can be done at a later date.

The point—and the only point that carries any real weight—is that the postal, classified, and other groups of Government employees covered by House bill 9883 have earned a salary increase. They deserve it now, and they need it now.

Regardless of what future studies may show, there is available at this moment more than enough adequate, objective information to justify the immediate passage of this bill. Let me mention briefly some of these facts and some fundamental issues involved in the Government's overall personnel program and problems that are related to the enactment of this bill.

There can be no doubt about the fact that many civil servants are having a very difficult time in supplying their families with only the bare necessities of life. They are up against the very solid and irrefutable fact that living costs are now at an all-time high. They are up against the fact that Federal salaries have always lagged behind those of private industry. They are up against the fact that, although their productivity in recent years has kept pace with that of employees in private enterprise, their wage increases in many categories comparable in terms of function and responsibility have not.

This inequitable treatment goes beyond being just a hardship on those now working for the Government. It also intensifies the persistent problems involved in the recruitment and retention of the ablest people in the Federal service.

The Government must compete with the private sector of our economy for the most promising and competent people. When we consider the complexities of modern government and the perilous times we live in, the absolute necessity for having top-caliber personnel in the Government is so patently obvious that the point need not be labored.

Employees of the Post Office Department perform what may very well be the most important day-in and day-out service offered by this Government. They do their job well.

I am sure that all of us in Congress share my feeling, based on a great deal of contact, of heavy reliance and dependence upon the civil service in general. The work of these people is characterized by a deep sense of responsibility, conscientiousness, and a high level of professional skill.

As an employer, the Federal Government would not only be harsh and unjust, but also would be very shortsighted in a practical sense; if it failed to recognize these qualities and to reward them accordingly.

This recognition and the appropriate action are, in the initial and most important phase, the responsibility of Congress. The law prohibits Federal employees from presenting their case or fighting for their objectives with the techniques used by employees in private business. Civil servants cannot strike; nor can they bargain collectively in the usual meaning of this term.

This Congress has an inescapable obligation to the entire Federal service. We must face up to that obligation now.

I wish to remind the Members of this distinguished body that there is a special urgency in connection with our disposition of this bill. For reasons which, as I indicated earlier, seem to me to be wholly unsupportable, the Administration is apparently opposed to any pay increase at all. It seems most likely that any pay bill sent to the White House will be vetoed by the President.

In these circumstances, Congress must clear this bill rapidly, so that there will still be an opportunity to override the expected veto before the unusually early adjournment which everyone anticipates. If we delay action until such time as a pocket veto is possible, Congress will be powerless to attempt to override.

The reasons for the passage of this bill are persuasive. The obligation of Congress in this matter is clear and unmistakable. The circumstances under which this measure is being considered make speedy action on our part absolutely essential.

Let us, therefore, pass House bill 9883, and pass it now. To do this would be no more than doing our duty. To do less would be a dereliction of our duty and a breach of faith with every employee of the Government of the United States.

LEGISLATIVE APPROPRIATION BILL—PUBLICATION OF ITEMIZED BREAKDOWN OF ALL EXPENDI- TURES

Mr. WILLIAMS of Delaware. Mr. President, the Appropriations Committee has reported to the Senate H.R. 12232, the legislative appropriation bill. When this bill is brought up for consideration I shall offer an amendment, on behalf of myself and the Senator from Maine [Mrs. SMITH], the purpose of which will be to make mandatory the publication of an itemized breakdown of all expenditures, either in the form of appropriated dollars or in the form of foreign currencies, that are made by Members of Congress, congressional committees, or staff employees, while on official trips.

This amendment includes the publication of all expenditures made by individual Members, House and Senate committees, joint committees, committees on Interparliamentary Union, all other committees, and their staffs.

The amendment requires that each individual Member or employee of Congress shall furnish to the chairman of his committee an itemized report showing how much was spent and the purpose for which the expenditures were made.

The chairman of the committee will then have incorporated in the CONGRESSIONAL RECORD the consolidated reports of the committee but included in this consolidated report will be an itemized breakdown showing the actual expenditures made by each individual Member or employee, along with the purpose for which such expenditures were made.

If a point of order is made on this amendment, which we admit constitutes legislation on an appropriation bill, a motion will be made to suspend the rules. In order to comply with the rules of the Senate, the proper notification of this request for suspension has already been filed with the Senate, and appears on page 12040 of the CONGRESSIONAL RECORD of June 16, 1960, along with a copy of the proposed amendment.

With the advance filing of this official notice, our amendment will be in order on this appropriation bill.

For the past several years we have been trying to get a bill passed which will require Members of Congress or congressional committees to render a public accounting of all expenditures of public funds that are made while on official trips, but while the Senate has on at least two occasions approved the amendment, we have been unsuccessful in getting it accepted by the House.

We recognize that, with the widespread commitments of our Government throughout the world, it is oftentimes necessary for Members of Congress to make official trips in order that their committees may more intelligently legislate, and we do not question that these trips made on official business should be paid for by the U.S. Government. However, we must not overlook the fact that it is the American taxpayers who are paying for these official trips, and they are en-

titled to a public accounting as to how their money is being spent.

H.R. 12232 is the appropriation bill which provides money to pay the salaries and other expenditures of the Members of Congress and the employees of the legislative branch, and there can be no more appropriate bill to which our amendment could be attached. We shall request a rollcall vote upon the Senate's adopting this proposal, and we hope that this time the House will accept the amendment.

However, should the House refuse to accept the amendment, and should it result in a deadlocked conference, it will only mean that we as Members of Congress and our employees will do without our pay until such time as we agree to render a public accounting of all our expenditures.

Mr. JOHNSON of Texas. Mr. President, will the Senator yield?

Mr. WILLIAMS of Delaware. I yield.

Mr. JOHNSON of Texas. I have not seen the amendment, or perhaps it would be more accurate to say I have not had a chance to study it in detail, but I have observed it in the RECORD and I had a conversation with the Senator about it. As I understand the amendment, it provides that any Member traveling at Government expense shall report that expense, what the amount is for, and the details for which the money has been spent, with the chairman of his committee, and the chairman of the committee shall then make the report available to the public. Is that correct?

Mr. WILLIAMS of Delaware. That is correct.

Mr. JOHNSON of Texas. I see no objection to that amendment. Is anyone objecting to it?

Mr. WILLIAMS of Delaware. No. The Senate, on at least two occasions, adopted it unanimously. At one time there was a rollcall vote which was 68 to 0. Of those absent, 26 indicated on the record they were for it, and not one was against it. Unfortunately, it was eliminated in conference. I am hoping this time the House will be more receptive to the proposal. I think the very least we can do is tell the American people and the taxpayers we are going to give them a public accounting of expenditures that are made on official trips.

Mr. JOHNSON of Texas. Much of the criticism of the Members of the legislative branch of Government, and of the executive branch, is due to the sins of a few being passed on to the many. A public accounting of public money would not hurt anyone. I see no reason why anyone should oppose the amendment, which provides for a report showing the spending of how much money, for what purpose, in connection with an official mission, and the chairman of the committee making that information available to the general public.

Is that what the amendment does?

Mr. WILLIAMS of Delaware. That is it. I certainly appreciate the support of the Senator from Texas. I have talked with him previously. He feels, just as

want to make more than 2½ million trips a day—every day—into, out of, around, and through Salt Lake City in 1975 is an engineering challenge. But it is also a challenge to mayors and councilmen, downtown businessmen, and community planners. In the final reckoning, the outcome of the Salt Lake metropolitan area transportation study rests in their hands. If they do their job well a milkman may be able to finish his rounds before sundown, a carpenter's helper may get to work, an insurance company executive may make that bus, and a housewife may get four children to school—safely as well as on time.

Here is one problem the engineers are smart to share—from start to finish—with the citizens of the community they serve.

WHAT'S BEING ATTEMPTED IN THE SALT LAKE SURVEY

Highway and street engineers in America's cities have long been aware of the fact that construction of the much-publicized National System of Interstate and Defense Highways is not going to solve the total transportation problem in most of America's cities—large or small.

However, not many people have actually known how a city could go about starting the comprehensive study necessary to develop a long-range improvement program based on facts.

A few months ago, an organization called the National Committee on Urban Transportation completed a self-appointed task which it has been working on for 2 years—namely, to produce the tools with which an average city can inventory its local street and highway needs and determine where to go from there.

The traffic experts—State, county and city—involved in the Salt Lake City metropolitan area study are following these procedures. In the course of the comprehensive \$500,000 study they will:

Determine the traffic load on every block of city street and every mile of suburban road in the multi-square-mile area and classify them as expressways, major arterials, collector streets, or local streets.

Observe and record the physical condition of every block and mile of these facilities to determine where improvements are necessary, such as widening of roadbeds, addition of drainage, repair of curbs and gutters, rehabilitation of sidewalks, and installation of traffic signals.

Measure existing traffic service to determine traffic volumes, travel time between strategic points, location of accident "hot-spots," and parking needs.

Determine the number of trips into, within, and through Salt Lake City, and its suburbs from all directions.

Study present and anticipated use of every block or square mile of land so future traffic patterns may be predicted.

Measure the role of the local bus company in providing transportation service. (In some cities this would include rapid transit and commuter railroads.)

Collect fiscal information necessary for legislative bodies to consider in allocating future funds for transportation improvement projects.

In some respects, Salt Lake City is more fortunate than other large cities. Its settlers, looking far ahead in laying out the original city, allowed plenty of room for expansion. Streets were given 132 feet of right-of-way (wide enough for a team of six oxen to make a U-turn on downtown streets, old-timers report with obvious pride). Most of the arterial street system is in good to excellent condition. A highly professional traffic engineering staff has steadily boosted the city's safety rating.

However, there have been no bond issues for major improvement jobs within the last

20 years and the capacity of much of the 500-mile street and highway plant has been rendered inadequate under the growing traffic load. As everywhere, suburban development is springing up around the city, feeding a heavy commuter traffic flow onto the narrower streets, outside the city, overtaxing their capacity. Traffic volume has tripled since 1946 and will double again within the next 15 years.

Businessmen are feeling the problem in two ways: Customers are drifting away to fringe shopping centers and delivery costs are going up. A local pickup and delivery truck is moving little more than 50 percent of the time on city streets.

Because so much of the total traffic in the State of Utah is generated in the Salt Lake City area, State engineers are playing a heavy role in the study. But traffic experts, engineers, and officials from Salt Lake City and the several surrounding suburban towns and counties are participating directly in the undertaking.

They are agreed that only such a comprehensive approach can solve what is a mutual problem. The adequacy of transportation media throughout the entire area, regardless of city, county, or State jurisdiction, cannot be evaluated independently or improved by piecemeal projects.

Although the study is being conducted under the guidance of two State highway staff engineers (J. Edward Johnston, deputy director for planning, and Gerald Matthews, chief research engineer), its course is guided by an executive committee made up of top officials of all the cities and counties involved.

All of these jurisdictions are represented on subcommittees set up to study administrative, legal, engineering, and fiscal aspects. The objective here is twofold—to safeguard the interests of all the communities involved and to familiarize their engineers with the areawide situation.

Governor Clyde made a point of this purpose in first calling the group together:

"The thing I want to emphasize is that this is your transportation study," he said. "It is not solely designed to locate State highways. It will serve an even more important purpose for locating your city streets and county roads and developing a transportation system that will insure the best land use and the best location of public improvements. It is an opportunity, as I see it, for the various governmental agencies throughout the metropolitan area to obtain the factual data they have needed for a long time to develop a sound transportation plan, and to have available to them the technical assistance needed to translate the plan into an improvement program. Such a plan would be difficult to obtain by their own resources."

Federal funds will pay for most of the Salt Lake City study. Although the traditional matching basis for Federal highway grants is 50-50, the predominance of public lands in Utah reduces the State's matching requirements to only 13 percent. This portion is being met jointly by the State, city, and county.

INVESTIGATIONS BY HOUSE OF REPRESENTATIVES SPECIAL COMMITTEE ON ASSIGNED POWER AND LAND PROBLEMS

Mr. GOLDWATER. Mr. President, some 10 days ago on the floor of the Senate I commented in some detail on the need for revision of our public-land laws. In particular, I attempted to bring to the attention of the Senate the series of investigations which has been conducted throughout the West by the House Spe-

cial Subcommittee on Assigned Power and Land Problems.

I was, and still am, concerned about the methods employed by this subcommittee in reviewing practices of the Bureau of Land Management in my own State. I questioned the necessity of these hearings into land transactions in Arizona at the taxpayers' expense, while we in Congress have failed to act upon a resolution which would enable a qualified commission to examine the inadequacy of our public land laws and recommend changes.

Mr. President, I review my previous statement, so that I may be able to comment now on developments since my remarks of June 3.

At the time when I brought to the attention of my colleagues these subcommittee probes into Arizona land transactions, the Department of Justice already was conducting its own investigation into charges that were made during the subcommittee's hearings in Phoenix. Under review by the Justice Department was the so-called Stegall-Lawrence exchange, one of three transactions which received a great deal of publicity during the Phoenix hearings.

In view of the accusations that were bantered about as a result of the subcommittee's investigation, I believe that the finding of the Justice Department in this particular case is deserving of special note.

In reporting to the Department of the Interior, the Department of Justice said:

The inquiry conducted by the Federal Bureau of Investigation into alleged irregularities in the filing and processing of this land exchange application has now been completed. That investigation has developed no evidence of the use of "tainted" appraisals in the negotiation of the Lawrence-Stegall land exchange or otherwise disclosed evidence of possible violation of the Federal criminal statutes. Accordingly, the Department is closing its file on this case.

Mr. President, I want to make it perfectly clear that I do not question in any way the right of congressional inquiry. Having served on select committees, I know very well the importance of such investigations to elicit information in the public interest. However, I believe it was no coincidence that investigations and vague charges about the operation of the Bureau of Land Management should reach their height during an important election year. If such investigations are to be made, I feel it is necessary to bring all the facts before the public; and that is my purpose in commenting on the Department of Justice report today.

I want to reiterate that I recognize the problems faced by the Department of the Interior in carrying out its operation under outdated public land laws. I suggest that Congress move to correct this, not through the airing of charges and countercharges by investigative subcommittees, but by sound legislative processes.

Mr. JOHNSON of Texas. Mr. President, has morning business been concluded?

The PRESIDING OFFICER. Is there further morning business? If not, morning business is closed.

ADJUSTMENT OF COMPENSATION OF CERTAIN FEDERAL OFFICERS AND EMPLOYEES

The PRESIDING OFFICER. Without objection, the Chair lays before the Senate the unfinished business.

The Senate resumed the consideration of the bill (H.R. 9883) to adjust the rates of basic compensation of certain officers and employees of the Federal Government, and for other purposes.

Mr. JOHNSON of Texas. Mr. President, I do not know who has amendments to this bill, but we are hopeful we can get action on it today, and I suggest that the attachés on both sides of the aisle notify all members of the committee and all absent Senators who may have an interest in the bill that we are going to proceed to the consideration of the Federal and postal employees pay bill. It affects a good many people, a good many little people, a good many people who need the assistance provided by this bill, and I hope all Senators will give their careful attention to it, because, if they remain in the Chamber, we can act much more expeditiously.

Mr. President, I suggest the absence of a quorum, so that all interested Senators may be present.

The PRESIDING OFFICER. Does the Senator from Texas request from what time it shall be taken?

Mr. JOHNSON of Texas. I request that it be taken off time on the bill.

Mr. President, I ask unanimous consent that I may suggest the absence of a quorum and that the time be taken from the time allotted to the bill.

The PRESIDING OFFICER. Is there objection? The Chair hears none, and it is so ordered.

The clerk will call the roll.

The Chief Clerk proceeded to call the roll.

Mr. JOHNSON of Texas. Mr. President, I ask unanimous consent that further proceedings under the quorum call be dispensed with.

The PRESIDING OFFICER. Without objection, it is so ordered.

LEGISLATIVE BRANCH APPROPRIATION BILL

Mr. JOHNSON of Texas. Mr. President, a parliamentary inquiry.

The PRESIDING OFFICER. The Senator will state it.

Mr. JOHNSON of Texas. When was the legislative branch appropriation bill reported to the Senate?

The PRESIDING OFFICER. The bill was reported yesterday.

Mr. JOHNSON of Texas. Are the reports available to Members?

The PRESIDING OFFICER. The bill and the committee report are at the desk.

Mr. JOHNSON of Texas. I ask the clerks to see that copies are distributed to Members, so that they will be available.

The PRESIDING OFFICER. Without objection, it is so ordered.

ADJUSTMENT OF COMPENSATION OF CERTAIN FEDERAL OFFICERS AND EMPLOYEES

The Senate resumed the consideration of the bill (H.R. 9883) to adjust the rates of basic compensation of certain officers and employees of the Federal Government, and for other purposes.

Mr. JOHNSTON of South Carolina obtained the floor.

The PRESIDING OFFICER. Does the majority leader yield time to the Senator from South Carolina?

Mr. JOHNSON of Texas. Yes, Mr. President. The Senator from South Carolina, as chairman of the Committee on Post Office and Civil Service, will control the time on the bill in my absence, and may yield time as he desires.

I commend the Senator from South Carolina for the fine job he has done. He has been one of the most fearless friends of the public servants of America. He is one of the most distinguished and able Members of this body. I congratulate the Senator for the excellent work he has done on behalf of the public servants of this country.

Mr. JOHNSTON of South Carolina. I thank the majority leader for those kind remarks. Of course, I have done nothing other than what I thought was right and just for the majority of our Federal employees.

The PRESIDING OFFICER. How much time does the Senator yield?

Mr. JOHNSTON of South Carolina. Mr. President, I yield myself 10 minutes.

The PRESIDING OFFICER. The Senator from South Carolina is recognized for 10 minutes.

Mr. JOHNSTON of South Carolina. Mr. President, I doubt that anyone in this Chamber is unfamiliar with what is at stake in this matter. The question of a pay raise for our Federal employees has been the subject of discussion both here and in the House for many, many weeks. It has been discussed in the newspapers and on the air. The time for discussion is almost past. The hour for action has arrived in the Senate.

Mr. President, early in the present session more than 80 pay bills were introduced in the House calling for increases ranging up to 26 percent. As hearings were held in the House and in the Senate, adjustments were made first in one area and then in another. Finally, there evolved agreement among the majority, at least, that the rate of increase should be somewhere between 7 and 10 percent. Many felt that a larger increase was justified, but in their desire to see Federal employees receive an increase, they adopted a realistic approach to the matter.

Early this week, the House was prepared to act under a discharge petition which had been signed by 219 Members on a 9 percent bill. In an effort to reduce the area of difference, the House committee the day before yesterday morning adopted an amendment scaling down the increase to 7½ percent. Almost simultaneously the Senate Com-

mittee on Post Office and Civil Service approved and favorably reported to the Senate S. 3672, providing a similar increase.

Thus, we have before us H.R. 9883 and S. 3672, identical bills providing a 7½ percent across-the-board increase to: (a) Some 535,000 postal employees; (b) 980,000 employees subject to the Classification Act; (c) 8,100 employees under the Foreign Service Act; (d) 19,300 in the Department of Medicine and Surgery in the Veterans' Administration; (e) 15,000 employees in the agricultural stabilization and conservation service; (f) 5,000 employees in the judicial branch; and (g) 7,500 legislative employees.

Mr. President, as I indicated, this is a 7½ percent across-the-board bill with two minor exceptions as follows:

First, a 7½-percent increase in grade 18 of the general schedule of the Classification Act would have raised the rate to \$18,815. The bill holds the salary of these positions to \$18,500. This was done in order to prevent overlapping with positions subject to the Executive Pay Act.

Second, in addition to the 7½-percent increase, an additional \$5 has been added to the base rate and the annual increments in the lower six levels of the postal field schedule with a similar adjustment in the rural schedule so that rural carriers will continue to receive the same rate of pay as city carriers with whom their pay has been aligned in the past.

In addition to the pay features of the bill already mentioned, the measure has three additional provisions as follows:

First, it amends the Federal Executive Pay Act of 1956 so as to give the legal adviser, solicitor, or general counsel of an executive department (excluding the Department of Justice) the same standing and pay as an assistant secretary.

Second, it creates in the Department of Health, Education, and Welfare the position of Administrative Assistant Secretary. Such a position now exists in the other executive departments.

Third, it adds 5 supergrade positions to the 20 such positions now established in the Interstate Commerce Commission for a total of 25 supergrade positions in this agency. The number of supergrade positions given to the Civil Service Commission for allocation to the various agencies is reduced by 20 because of the direct allocation to the Interstate Commerce Commission made by this bill.

World events of recent days give this measure added importance. The employees whose pay would be adjusted consist not only of our postal workers but include the scientific, professional, technical, and administrative personnel engaged in the execution of our defense program. These employees are engaged in the performance of over 15,000 different occupational skills in almost every area on the face of the globe. Less than 20 percent of the total who would benefit by the bill are located in the Washington area. The other 80 percent are stationed in every hamlet in the Nation and in the most remote outposts of the world. These employees are dedicated workers. The jobs they are performing are neces-

sary to our national welfare. The Congress would be derelict in its duty if it failed at this time to see that they receive their just rewards.

In conclusion, it is my hope that the Senate will accept this measure by as overwhelming a vote as it was passed in the House yesterday, and that vote, may I remind you, was 378 to 40. Incidentally. On a motion to scale down the increase from 7½ to 5 percent, the vote was 324 to 90. In light of this, let there be no one proclaim that every avenue has not been explored and considered.

Mr. President, I ask unanimous consent that there be printed in the RECORD at this point in my remarks brief excerpts from the report of the committee which appear on pages 1 and 2 thereof under "Purpose," "Salary adjustments," "Executive positions," and down to "Summary of major provisions."

There being no objection, the excerpts were ordered to be printed in the RECORD, as follows:

PURPOSE

The purpose of the bill is twofold:

1. Title 1 provides a 7½-percent salary increase for employees in the executive, judicial, and legislative branches of the Government.

2. Title 2 authorizes the establishment of certain additional supergrade positions and adjusts the relative relationship of a limited number of existing positions in order to maintain a proper balance in the areas concerned.

SALARY ADJUSTMENTS

Title 1 provides a general increase of 7½ percent in the pay of approximately 1½ million employees in the executive, judicial, and legislative branches of the Government. The bill carries out the traditional practice of treating these employees alike in matters of pay.

The employees whose pay would be adjusted by the bill consist of our postal workers and the scientific, professional, technical, administrative, and clerical personnel required to perform over 15,000 different occupational skills essential to the performance of the varied and far-flung functions of the Government. Less than 20 percent of the total are employed in the Washington area. The other 80 percent plus are employed in every State and county of the Nation and in many faraway outposts of the world.

The hearings held on this portion of the bill established conclusively that the compensation of the Government's white-collar employees has not kept pace with that of comparable employees in private industry.

Competent testimony was presented during public hearings on this portion of the bill to the effect that—

1. The Government is losing an alarming number of career engineers, scientists, and professional personnel to private industry because of an unfavorable competitive position with respect to compensation.

2. The most highly skilled are leaving the service and replacements are below the quality needed to maintain the standard of service desired.

3. More than a desirable number of employees—particularly postal workers—find it necessary to hold a second and even a third job in order to make ends meet.

4. Currently, one out of every six electronic, mechanical, and aeronautical engineering positions is vacant and similar shortages exist in other occupations.

5. Postal workers in our major cities (where most of such workers are concentrated) have fallen behind workers of comparable skills in private industry.

In light of these and other facts of an equally shocking nature, some members of the committee believe a higher increase than that provided by the bill is fully justified. However, in the interest of harmony and in the belief that an increase of modest proportions would stand a better chance of quick enactment, the 7½-percent across-the-board amount was agreed to.

EXECUTIVE POSITIONS

Title 2 makes three changes in the alignment of executive positions of the Government as follows:

1. The chief legal officers of the executive departments are given the same standing as assistant secretaries. As a result of this change, the salary of these officers would be increased from \$19,000 to \$20,000 a year.

2. The position of Administrative Assistant Secretary is established in the Department of Health, Education, and Welfare on the same basis as it exists in the other departments.

3. Five additional supergrade positions are authorized to be established in the Interstate Commerce Commission, which together with the 20 they now have will make a total of 25 such positions.

GIRLS' HIGHLAND BAGPIPE BAND OF IOWA

Mr. HICKENLOOPER. Mr. President, will someone yield to me about a minute and a half? Are we under a limitation of time?

The PRESIDING OFFICER (Mr. KEATING in the chair). The Senate is proceeding under a limitation of time.

Mr. DIRKSEN. I yield 2 minutes to the distinguished Senator from Iowa.

Mr. HICKENLOOPER. Mr. President, I am fully aware of the rules of the Senate, which I do not wish to transgress, and I shall not transgress them this morning. I know it is against the rules of the Senate to introduce anyone in the gallery, so I shall not attempt to do so. I merely inform the Senate that sitting in the gallery today at this time is a group of young folks of whom we in Iowa are justly proud.

We have a famous Girls' Highland Bagpipe Band, which has a history of 20 or 30 years of activity. These young people have made two tours of Europe, and they are now on their way to make a third tour of Europe. I personally am very proud to have them in the gallery today. While I may not formally introduce them under the rule, I call attention to the fact that if Senators will look, they will identify the costumes of these very fine young ladies who make up this band.

The PRESIDING OFFICER. The Chair informs the Senator from Iowa that he has complied strictly with the rules of the Senate.

Mr. HICKENLOOPER. I assure the Chair I would not for the world transgress the rules of the Senate, and I shall bend over backward to keep within the rules. However, this is a matter of national importance, and I think the Senate should be informed of the presence of this distinguished group of youngsters who are here from my home State.

Mr. DIRKSEN. Mr. President, is it a violation of the rule to applaud in the Senate?

The PRESIDING OFFICER. The Chair informs the Senator that regretably he is required to rule that it is a violation of the rule to applaud in the Senate.

Mr. DIRKSEN. I could ask unanimous consent.

The PRESIDING OFFICER. The Chair assumes that unanimous consent would be forthcoming.

Mr. DIRKSEN. Mr. President, I ask unanimous consent that these young ladies be given a round of applause.

The PRESIDING OFFICER. Is there objection. The Chair hears none. [Applause.]

ADJUSTMENT OF COMPENSATION OF CERTAIN FEDERAL OFFICERS AND EMPLOYEES

The Senate resumed the consideration of the bill (H.R. 9883) to adjust the rates of basic compensation of certain officers and employees of the Federal Government, and for other purposes.

Mr. CARLSON. Mr. President, I ask if the minority leader will yield me some time on the bill.

Mr. DIRKSEN. Mr. President, I yield 15 minutes to the distinguished Senator from Kansas.

Mr. CARLSON. Mr. President, it is with considerable dismay that I enter into a discussion of the pay legislation that is now before the Senate.

During my many years of service in both the House and Senate, I have had an opportunity to propose, support, and assist in securing approval of pay legislation. My record in behalf of the interests of our Federal employees speaks for itself.

It is my sincere hope that the action we take today can consummate in legislation that will give our Federal employees a well-deserved pay increase.

It is my firm conviction that should the Senate approve H.R. 9883 without amendment, it will not become law and our Federal workers, whom I firmly believe are entitled to additional compensation at this time, will suffer as a result.

There are four points about the pending salary legislation which I believe should be made clear.

First, its cost.

The legislation before the Senate has an overall cost of approximately \$750 million. In fact, the most precise estimate that can be made after the hasty action of the two committees in recommending this legislation is \$746 million.

It should be made clear as to how this amount of money is distributed among the employees.

The cost for employees paid under the Classification Act is \$452 million. The cost attributable to the Postal Pay Act is \$252 million. The cost for the Department of Medicine and Surgery in the Veterans' Administration is \$12,400,000. The cost for the Foreign Service is \$8,600,000. The cost for the legislative and judicial branches is \$5½ million. The final element to be brought into the cost picture results from a provision in the bill which establishes new pay scales for some 15,000 individuals who perform cer-

tain duties in connection with the agricultural conservation and stabilization program. The cost of this action is \$15,500,000.

I think it should be mentioned that the inclusion of the agricultural stabilization and conservation county committees employees will bring all of them under the Civil Service Retirement Act, the Federal Employees Group Life Insurance Act, and the Federal Employees Health Benefits Act of 1959.

These employees are hired by farmer-elected, farmer-composed committees, the members of which are not under Federal appointment. These employees are not supervised by a Federal officer. Their tenure, hours of work, salaries, and so forth are wholly controlled by the farmer-elected committees of farmers.

Second. I want to call the Senate's attention to the fact that this is not, in reality, a 7½-percent bill.

H.R. 9883, as passed by the House, gives an average increase for the postal workers at 8.35 percent, or nearly 8.4 percent.

While this is an overall 8.35-percent increase measure for postal workers, it should be noted that the increases are applied unevenly and inequitably, generally to give the least percentage of increase to employees in the most responsible jobs.

Salary levels 7 and above will receive 7½-percent increase, whereas employees in the top steps of the lower level, levels 1 through 6, receive as much as 8.8 percent.

The first step of these lower levels, employing over 60,000 workers, receives a 7½-percent increase, whereas employees in the top step, whose base salaries are already considerably higher than the employees in the lower steps, and who are performing the same duties, will receive increases of 8.7 percent in level 1, 8.6 percent in level 2, 8.4 percent in level 3, 8.8 percent in level 4, 8.3 percent in level 5, and 8.6 percent in level 6.

The application of higher percentage increases in the lower salary levels obviously serves to decrease the percentage differentials as you get into the first line of supervision, differentials which are already precariously narrow in terms of providing incentive for advancement.

The present difference between the top step of level 6 and the top step of level 7 is 8.29 percent. H.R. 9883 would compress the spread to a 7.55 percent differential. From the standpoint of sensible personnel administration in any competent business enterprise this would be immediately recognized as a drastic step in the wrong direction.

I believe that it is most unwise to enact any kind of pay legislation which does not contain adequate provisions for further adjustment of the Federal pay structure.

In 1945, 1946, 1948, 1949, 1951, 1955, and 1958 the Congress took action to increase Federal salaries. Each time it became more apparent that the Congress is not adequately equipped to keep compensation legislation up to date by the unsatisfactory device of biennial hearings. At best these produce much replowing of old ground and the creation of an infinite number of distractions

and distortion of fact and proper relationships.

I have already indicated that the present legislation completely fails to provide for necessary reform in Federal pay statutes. Further, it does not take into account facts already known about numerous kinds of jobs in which Federal compensation is not out of line. It makes no provision at all for correction of the errors which will be compounded by its own provisions.

Third, I would like to call to the attention of the Senate the minority views reported to the House of Representatives in House Report No. 1636 on H.R. 9883. These views were written before the bill was reduced to the so-called 7½-percent legislation before us but they are equally applicable to the present legislation except for certain of the dollar figures therein contained. I would like to quote from that report.

The Congress last year provided \$500,000 for the executive branch to institute a survey of the salary rates being paid by private enterprise for work similar to that performed by Federal employees. We have been advised by the White House that this information will be ready for use by the end of September of this year. This means that the Congress can adopt a principle for compensating Federal employees that can be reasonably compared with those paid by private industry for work of similar skill and responsibility. Never before has the Federal Government had the data upon which to set such pay. It would appear to us that the fairness and objectivity of this principle should appeal to both the Federal employees and the taxpaying public.

We deny that this is a delaying tactic. We maintain that this is the accomplishment of a new and improved principle in personnel administration which in the long run will be more advantageous to the Government and to the public as well. The executive branch representatives have indicated to our committee that they will be able to present to the Congress early in January 1961 pay scales based on these Bureau of Labor Statistics survey findings.

Mr. President, I regret that this report was not available for study by the Senate Post Office and Civil Service Committee, in order that we might have brought to this body statistics and facts that are badly needed if we are to write just and proper pay legislation.

Fourth, I want to state that I believe a pay increase is justified on the basis of information we have regarding the cost-of-living index and the general inflationary trends.

While I cannot support the present bill, I do not believe—based on the cost-of-living index and the inflationary trends—that we should state that the Federal workers are not entitled to some pay increase before the next session of Congress.

It is my intention to offer an amendment to the pending bill which would provide for a 6-percent across-the-board pay increase. When I do this, I realize fully that this does not correct some of the inequalities and injustices that are prevalent in this bill, but if approved by the Senate it would send the bill to conference between the House and Senate, where I believe it could be greatly improved.

I would not want to mislead anyone into believing that I have any assurance that the 6-percent proposal which I am submitting would be acceptable to the President, but I do make this pledge that if this amendment is approved I will do everything in my power to assure it becoming law.

Mr. JOHNSTON of South Carolina. I yield 3 minutes to the Senator from Oklahoma.

Mr. MONRONEY. Mr. President, I regret deeply that I must disagree with my distinguished colleague, the senior Senator from Kansas. The Committee on Post Office and Civil Service did go above, slightly, 7½ percent. We went above 7½ percent in the extremely low grades. We felt that a letter carrier who spends his life in his work, and who after 7 years finally comes up with a gross salary of less than \$400 a month, on which to raise a family and educate his family, is entitled to an increase.

The place where the 7½ percent is exceeded is in the case of the lowest pay grades. Obviously, 7½ percent on a low salary is less of an increase than 7½ percent on a high salary.

If we are to limit the 7½ percent on the \$15,000 and \$17,000 a year positions, then certainly on the \$3,000, \$3,400, and \$4,000 jobs, which are submarginal with today's cost of living, we should go above that limit.

What we mean when we say the bill breaks the 7½ percent rule is that we have added \$5 a year in the low stages, so as to give them a little more meaningful raise. The raise for the bulk of the letter carriers, who form the big portion of postal employees in the first grade, will be \$310. For the second grade, \$330. For the third grade, \$350. For the fourth grade, \$370.

Mr. President, it seems to me that by putting the extra \$5 on the lowest part of the scale, we are only trying to do justice. We do not believe the bill should be criticized because attention has been paid to the substandard incomes of the lower-paid postal employees.

The basis and the genesis of the bill has been the long-time, severe suffering which some of the employees' families have endured.

I do not believe the Post Office has advanced a legitimate argument by saying that we should hold everything at the 7½-percent level, and charging that this is an 8.6 percent or an 8.4-percent increase. That percentage applies only to those who are in the lowest paid scales, and not to the highest paid scales.

I believe the bill has been carefully prepared after long hearings. There is a slight difference, of course, in the percentage of pay increase which the distinguished ranking Republican member of the committee proposes—a 6 percent increase—and the proposal before the Senate providing for a 7½-percent increase.

I call attention to the fact that all these increases will be reduced by the 20 percent income tax which will be deducted from the take-home pay of the employees. They will be further reduced by the 6½ percent retirement contribution; and also by the deduction for the

health program, which amounts to \$12 a month.

Mr. CARLSON. Mr. President, I offer an amendment which I ask to have read.

The PRESIDING OFFICER. The amendment will be stated.

The LEGISLATIVE CLERK. In each section where "seven and one-half per centum" is listed, it is proposed to reduce the amount to "six and one-half per centum."

Mr. CARLSON. Mr. President, if I may have the attention of the majority leader, would he object to a quorum call without the time for the quorum call being charged to either side?

Mr. JOHNSON of Texas. Let the time be charged to both sides on the bill. We have plenty of time on the bill. I shall be happy to accede to the request of the Senator from Kansas.

Mr. CARLSON. The distinguished majority leader says we have plenty of time. I am not so sure. The bill provides for more than \$50 million. That is an amount of quite some size.

Mr. JOHNSON of Texas. If there is any question, we will get additional time.

Mr. President, I ask unanimous consent that there may be a quorum call, the time for the quorum call to be charged against the time on the bill.

The PRESIDING OFFICER. Is there objection? The Chair hears none. Does the Senator from Texas suggest the absence of a quorum?

Mr. JOHNSON of Texas. I suggest the absence of a quorum.

The PRESIDING OFFICER. The clerk will call the roll.

The legislative clerk proceeded to call the roll.

Mr. JOHNSON of Texas. Mr. President, I ask unanimous consent that the order for the quorum call be rescinded.

The PRESIDING OFFICER. Without objection, it is so ordered.

Mr. CARLSON. Mr. President—

The PRESIDING OFFICER. How much time does the Senator from Kansas yield to himself?

Mr. CARLSON. Ten minutes.

The PRESIDING OFFICER. The Senator from Kansas is recognized for 10 minutes.

Mr. CARLSON. Mr. President, after sending the amendment to the desk, I find it was improperly drawn. Therefore, I ask that my amendment be modified, so as to read in the way I now submit it.

The PRESIDING OFFICER. The amendment as modified will be read.

The amendment as modified was read, as follows:

Wherever 7½ per centum appears, it be reduced to 6 per centum and a corresponding reduction made in all schedules.

Mr. CARLSON. Mr. President, I offer this amendment because I have a very deep and personal feeling that the employees of the Federal Government are entitled to an increase in pay.

This bill, even with my amendment, will not correct some of the inequalities I have mentioned in my previous remarks. But I believe a 3-percent across-the-board, cost-of-living pay increase can be justified.

That is more than the Bureau of Labor Statistics advised us in the committee the increase in the cost of living has been; the Bureau stated it was 1.6 percent. But after hearing testimony from many of these people, I believe we can well justify a 3-percent increase above the last pay act, that of 1958.

I also feel—based on past history—that in a presidential election year there is an inflationary trend. Present indications are that that trend will develop this year; and I think it might be between 1 percent and 2 percent.

Therefore, I am willing to add 2 percent more to the 3-percent pay increase which I think should be paid, beyond any question, to these Government employees. And to provide good measure, I am willing to throw in 1 more percentage point, thus making a total increase of 6 percent. I am willing to defend that at any time, and that is the reason why I have offered this amendment.

I state frankly, as I have said previously, that I have no assurance from the President that he will sign a 6-percent pay increase bill. But if the Senate adopts this 6-percent amendment, I shall make every effort to see to it that the bill is enacted into law.

I know there are some problems in connection with this pay bill, and I know \$580 million is not a small sum of money for us to vote this afternoon.

On the other hand, when we approach this problem from the point of view of the proposed 7½-percent pay increase, such an increase would involve an added cost of \$750 million, whereas the 6-percent pay raise which I propose by means of my modified amendment would amount to an additional cost of between \$580 million and \$600 million.

I realize that the the cost of the amendment I propose will not be small. But, as I have said, my feelings and my sympathies are with these Government employees, who are entitled to a pay increase.

Frankly, I do not believe that House bill 9883, which now calls for a 7½-percent pay increase, will ever give our Federal employees \$1 of pay, although they need a pay increase and are entitled to it. That is why I have offered this amendment.

No great amount of debate on the amendment is needed, for I believe everyone knows the facts.

As I have stated, the bill is an overall bill. I would not have written the bill in the way it now stands. But the bill has been passed by the House of Representatives and is now before us for our consideration.

As we go over the various proposals for the various groups, I believe it important that we keep in mind that these items are rather substantial ones. For instance, the cost for the employees under the Federal Classification Act is \$452 million. The cost attributable to the Postal Pay Act is \$252 million. The cost for the Department of Medicine and Surgery in the Veterans' Administration is \$12,400,000. The cost for the Foreign Service Act employees is \$8,600,000. The

cost for the legislative and judicial branches is \$5,500,000.

In addition, we added 15,000 new ASC employees, for the first time in our Nation's history, at a cost of \$15,500,000.

Mr. President, it is for that reason that I offer this amendment to reduce the proposed 7½-percent pay increase by 1½ percent, to 6 percent.

If this amendment or a similar amendment is adopted, so we can get the bill into conference, I believe we can iron out, in the conference, some of the difficulties which I believe every fair-minded person will admit should be handled by rewriting some of these provisions.

Mr. CHURCH. Mr. President, will the Senator from Kansas yield?

Mr. CARLSON. I yield.

Mr. CHURCH. Do I correctly understand that the Senator's amendment would effect a reduction in the proposed wage increase from 7½ percent, in the overall, to 6 percent?

Mr. CARLSON. That is correct.

Mr. CHURCH. I should like to have the RECORD show that it has been my own feeling that, as regards the postal workers, the case made out before the congressional committees fully justifies the proposed 7½-percent pay increase.

However, as the Senator from Kansas knows, I have strong misgivings about the justification for a comparable pay increase for all the classified civil service. I feel that the evidence brought before the congressional committees fails to bear out a justification for so large an increase for all Government employees.

The arguments which the Senator from Kansas has made in support of his amendment—to the effect that the bill in its present form does not tend to solve, but, rather, tends to compound, many inequities within the present wage structure of the Government—is one which appeals very strongly to me.

I believe that if the amendment of the Senator from Kansas were adopted, we then would have an opportunity in conference to revise the bill, to the end that some of these inequities could be dealt with.

Therefore, despite the fact that I believe the proposed pay increase for the postal workers, as provided in the bill, is justified, the argument made by the Senator from Kansas is persuasive as to the benefits which would be derived from a conference which could deal with many of the inequities which this bill overlooks in the present wage structure.

So I commend the Senator from Kansas for submitting his amendment; and I state to him that, for these reasons, I shall support his amendment.

Mr. CARLSON. I thank the Senator from Idaho. I know of his interest in the Federal Government employees, because we have discussed this matter together. I call his attention to the fact that even with the proposed reduction from 7½ percent to 6 percent in the postal-pay section of the bill, the postal workers will still have 7 percent or better.

Mr. CHURCH. I recognize that to be the case.

Mr. ROBERTSON. Mr. President, will the Senator from Kansas yield to me?

Mr. CARLSON. I yield.

Mr. ROBERTSON. Mr. President, I share the views which have been expressed by the distinguished Senator from Idaho. I am rather familiar with the situation of the postal workers. A number of them live in my hometown and work in my home county. I know they are on the borderline of subsistence. I feel satisfied that even though they have had a number of pay raises, their pay is, in many instances, well below the industrial rates. But they have to compete for a standard of living with the industrial workers in their communities.

Therefore, I was very eager to support a bill which would do justice primarily to the low-income groups in the postal service with whom I am familiar, and also a bill which would be enacted into law.

In checking, however, in the CONGRESSIONAL RECORD, I found that every type of worker had been put in this bill. For instance, is it not true that there were included consular workers overseas who are getting \$19,200 a year, whose salaries would be raised \$700?

Mr. CARLSON. It was a substantial increase. I do not have the exact figure before me, but that is a correct statement; there was a substantial increase.

Mr. ROBERTSON. As to the average provided in the bill, for the postal worker is it something over 8 percent?

Mr. CARLSON. The bill, H.R. 9983, carries an average increase for postal employees of 8.35 percent.

Mr. ROBERTSON. As I understand the Senator's amendment, while it is an across-the-board increase for those who make the top salaries as well as those who can best prove the need for a salary increase, it will have a better chance, in the opinion of the Senator from Kansas, to be enacted into law. Is that correct?

The PRESIDING OFFICER. The time of the Senator has expired.

Mr. CARLSON. Mr. President, I yield myself 5 additional minutes.

Mr. ROBERTSON. It will have a better chance to be enacted into law than the bill as passed on the House side, on which apparently there have been no hearings held either on the House side or the Senate side. Is that correct?

Mr. CARLSON. The Senator from Kansas would hope that the amendment would be more acceptable than the 7½-percent increase.

Mr. ROBERTSON. The Senator from Virginia, desiring to have a reasonable increase for the postal workers, in view of the fact that they are all lumped together in this bill, agrees with the Senator from Idaho that the amendment offered by the Senator from Kansas is our best plan to accomplish that purpose.

Mr. DIRKSEN. Mr. President, will the Senator yield?

Mr. CARLSON. Yes.

Mr. DIRKSEN. I wonder if the Senator from Virginia will give heed for a moment? I notice the hearings were on Senate bill 3141, which actually related only to the 2½-percent pay increase and

the feasibility of making that increase permanent. Is that correct?

Mr. CARLSON. The Senator is correct.

Mr. JOHNSTON of South Carolina. Mr. President, I want to correct that statement. While that was the bill introduced, it was a vehicle for considering pay increase for classified and postal workers alike. The hearings and the testimony bear out that fact. Very little was said about the 2½ percent, for everybody realized they are getting that now and that automatically it should go on.

Mr. DIRKSEN. My statement is governed entirely by what I see on the title page of the hearings, because it reads, "S. 3141, a bill to make permanent the temporary increases in rates of basic salary provided for employees in the postal field service, and for other purposes."

That raises this question: Were there any hearings actually held on the House bill that is now before the Senate, which bears the number H.R. 9883?

Mr. CARLSON. There were no hearings on the bill that is before the Senate this morning, H.R. 9883. We did hold hearings on Senate bill 3141, which related to a 2½-percent increase for postal workers, and we had hearings and testimony on pay increases generally. So, while I would not say there were no hearings on pay increases generally, there were no hearings on H.R. 9883 by the Senate committee.

Mr. JOHNSTON of South Carolina. Mr. President, let us keep the record straight. We reported from the committee a 7½-percent bill, and we also held hearings and reached the conclusion that that was a justifiable pay increase.

Mr. CARLSON. I do not want to have any quarrel with the distinguished chairman of the committee, but the record shows that there were no hearings on the House-passed bill which is on the Senate Calendar. Hearings were held on the 2½-percent increase and pay legislation generally, which is a true statement.

Mr. DIRKSEN. Mr. President, with respect to the amendment which the distinguished Senator from Kansas has offered, he proposes, as I understand, to substitute his amendment for the 7½ percent increase in every section of the pending bill?

Mr. CARLSON. That is the pending amendment.

Mr. DIRKSEN. And keep in the bill pay increases for the so-called community and county committee men under the ACP agricultural program. Is that correct?

Mr. CARLSON. It would do that.

Mr. DIRKSEN. They are included?

Mr. CARLSON. They are included.

The PRESIDING OFFICER. The time of the Senator from Kansas has again expired.

Mr. DIRKSEN. Mr. President, I yield the distinguished Senator 5 minutes on the bill.

Does it include all members of the legislative branch, meaning, of course, the employees?

Mr. CARLSON. It does.

Mr. DIRKSEN. Does it include all employees of the judicial branch?

Mr. CARLSON. It does.

Mr. DIRKSEN. In addition, the amendment of the Senator from Kansas would also include all employees of the executive branch, including, of course, the postal service. Is that correct?

Mr. CARLSON. It does. To keep the RECORD absolutely clear, my amendment would cover classified employees of the Federal Government, postal employees, the Department of Medicine and Surgery in the Veterans' Administration, the Foreign Service, the legislative and judicial branches of this Government, and 15,000 employees in the ASC who are not now included. It covers every phase of the bill which passed the House.

Mr. DIRKSEN. Did the Senator give an estimate of the cost of his proposal?

Mr. CARLSON. It will cost between \$580 million and \$600 million. Each percentage point is equal, roughly, to \$100 million. The cost of the bill before the Senate is, roughly, \$750 million.

Mr. President, I yield the floor.

Mr. MONRONEY. Mr. President—
The PRESIDING OFFICER. Does the Senator in charge of the time yield to the Senator from Oklahoma?

Mr. MONRONEY. Will the chairman of the committee yield me 5 minutes?

Mr. JOHNSTON of South Carolina. Mr. President, I yield 5 minutes to the Senator from Oklahoma.

Mr. CARLSON. Mr. President, will the Senator from Oklahoma yield me 1 minute?

Mr. MONRONEY. Yes.

Mr. CARLSON. Mr. President, having visited my senior colleague from Kansas [Mr. SCHOEPEL], who was unavoidably detained, he asked me to express his support of my amendment and to state that he is very much interested in securing pay increases for the Federal employees of the United States. He has asked me to make this statement for him and I quote:

Delegation after delegation representing postal employees have conferred with me about this legislation. They have satisfied me that they are entitled to a reasonable increase. In my opinion, an increase in the amount of 6 percent is reasonable. I have advised them that in my judgment any effort to exceed that amount would be opposed by the executive branch and would probably cause the legislation to fail.

Frankly, I think we do a disservice to the Federal employees when we seek to pass legislation that invites a Presidential veto. It may be "smart politics" to support such legislation and then "pass the buck" to the President but that doesn't help those who are finding it more and more difficult to pay their living expenses.

I support the amendment offered by my colleague, Senator CARLSON. The 6 percent it would provide is only 1½ percent less than the increase provided in the legislation now before us. This may seem like an insignificant amount over which to quibble. But from the standpoint of the American taxpayer this amounts to approximately \$200 million per annum. To the Federal employee it may mean the difference between the success or failure of this legislation.

This concludes Senator SCHOEPEL's statement.

Mr. MONRONEY. Mr. President, to put at rest the contention that there

have been no hearings held on the bill before the Senate, let us face the fact that the bill which is before us was passed less than 2 days ago. So it would have been impossible for the Senate to have held hearings on the House numbered bill.

I am sure those in the administration who vigorously oppose the bill would not say there had not been any hearings held on the subject, because fully half of the record of the hearings is composed of material and exhibits put in the hearings by the administration, including all kinds of charts, graphs, and dictagrams, and everything else, to try to prove that an increase was unnecessary.

The remainder of the hearings were the pathetic story of postal and Government employees who are trying to live in a 1960 cost-of-living era on less than \$300 a month.

Further to put at rest the question whether these hearings were on postal and classified salary increases, I point out that on the first page of the opening statement of the chairman of the committee, the Senator from South Carolina [Mr. JOHNSTON], in the third paragraph he said:

The committee also desires to receive advice and pertinent information on whether additional adjustments in the salaries of the Postal and Classification Act employees are justified and, if so, to what extent, and in what areas.

The hearings followed that purpose. Let us not have a misleading assumption that there were no hearings held on the bill. I have participated in many pay-raise hearings, and I think the distinguished Senator from Kansas, always a great friend of the Government employees, will admit there were adequate hearings held by the Post Office and Civil Service Committee as to the adequacy of Federal pay.

Mr. President, it is easy to say that a 1-percent pay increase equals \$100 million. Let us face it; that is what the situation is. A 1-percent pay increase equals \$100 million for 1.7 million employees.

The reason why the bill is before us, Mr. President, is that we are dealing with people. We are dealing with human beings, whose employer is Uncle Sam. These people do not have the right to strike, to collectively bargain. They must rest their case in the only court of appeals they have, to keep them from going into debt, to keep them from breaking up their homes, to maintain adequate family standards of living, housing, and education, and so on. The court of appeals for them is the Senate of the United States and the House of Representatives.

Let us admit, to begin with, that a 1-percent pay increase equals \$100 million cost in a budget which runs in the neighborhood of \$65 billion to \$70 billion a year. Let us face it. That is what it will cost to provide a pay increase.

Now let us consider the people. People are what make up the United States. People make up the Government service. People make this Government run.

People make the post offices run. People make the Government run in the farflung outposts where we grapple with the threat of Communist countries. The dedicated public servants repair and maintain our missiles, our aircraft, and our trucks. They clean the floors and do the necessary repair work in our public buildings, and so on.

There are 1.7 million of those people involved.

What will the two amendments do? We are talking about people. There are 1.7 million people we are talking about; and, of those, 1 million are people who have salaries below \$5,000 a year, gross. One million of these people are paid less than \$5,000 a year, and many of those have salary ranges from \$3,600 to \$4,200 or \$4,400 a year.

Let us consider a typical case, because it is typical. Let us consider the level 4 of the letter carriers. There are 400,000 of these men. So that we will not be accused of being misleading, by considering the pitifully poor ones, who are beginning work, let us consider the highest wage a letter carrier can earn, after 20 years of service.

The PRESIDING OFFICER. The time of the Senator from Oklahoma has expired.

Mr. MONRONEY. Mr. President, will the Senator yield me 5 more minutes?

Mr. JOHNSTON of South Carolina. I yield 5 minutes to the Senator from Oklahoma.

The PRESIDING OFFICER. The Senator from Oklahoma is recognized for 5 additional minutes.

Mr. MONRONEY. After 7 years of service this man attains the top grade, and receives \$4,875 a year. Mr. President, he has no chance for an in-grade promotion. He has no chance to move up, as is true in the classified service or in the congressional offices. This is the top of life for 400,000 employees in the letter carriers' group.

Mr. President, I point out there are almost a million people in a somewhat similar position. I believe this is a typical case.

The bill the committee supports, Mr. President, would give a 7½-percent pay raise, plus \$5 per in-grade step to these men. The reference there is to the fact that for every year the man worked, for the first 7 years, he would get \$5 above the 7½ percent. I do not think that is a bad provision.

Our bill would provide that the man, after working more than 7 years—and for the rest of his life this would be the top he could get—would be paid a grand total of \$430 increase in his gross salary. Mr. President, this equals \$35 a month, according to my arithmetic, which we are talking about under the so-called exorbitant increase, which, I admit, runs a little above 7½ percent for these men. As a matter of fact, for the top of this grade, for these particular people, the increase would be 8.8 percent.

Mr. President, let us consider what the take-home pay of this man will be. We have a 20-percent income tax for people in this grade. The man, of course, has used up his deductible, unless he should have more children—and I am sure such

a man will be trying not to have more children, at this salary. Therefore, from the \$35 a month increase we would give him, he would pay back to Uncle Sam \$7 in income taxes.

Mr. President, we also have a 6½-percent retirement provision. I grant that the retirement payment builds up the man's retirement benefit when he gets too old to work, and is of benefit to him. When his feet break down, when he reaches the age of 65, or when he gets arthritis and cannot carry the mail, there is no nice spot in the Cabinet for him to fill. There is no nice spot keeping track of filing papers or something for this man. When a man is a letter-carrier, and his feet give out, he goes on the retirement roll.

Mr. President, I ask Senators to bear in mind that this is a 6½ percent deduction from the monthly \$35 increase we would provide. Therefore, the man would have to give back to Uncle Sam, to the retirement fund, \$2.28.

Then, with a great stroke, I think—I do not believe a Member of the Senate voted against it—we passed the great Dick Neuberger bill. That was the Neuberger-Johnson bill for health protection. That is the health insurance bill for these employees. The employees are signing up this week and next week. The employees must decide whether they will try to have a health program for their families or not. If they have families—and most letter carriers have families, as most other people do—it will cost these men approximately \$12 a month to pay for the health insurance program.

I think that is a good program. I think the employees should enter it. However, we must bear in mind the fact that the money must come from the take-home pay. From the \$35 a month increase we want to provide, under the 7½-percent provision there would be a total of approximately \$21.28 deducted.

Actually, Mr. President, these men would get very little money which they could spend from the pay increase. Approximately \$21.28 would be deducted from the \$35 pay raise they would get. The rest is all the money they could take home, to say to their wives, "Honey, I brought home a raise."

The PRESIDING OFFICER. The time of the Senator from Oklahoma has again expired.

Mr. MONRONEY. Mr. President, will the Senator yield me 3 more minutes?

Mr. JOHNSTON of South Carolina. I yield 3 minutes to the Senator from Oklahoma.

The PRESIDING OFFICER. The Senator from Oklahoma is recognized for an additional 3 minutes.

Mr. MONRONEY. Mr. President, these men would say, "Honey, I brought home this big raise which Congress voted. I have brought home nearly \$14 for additional groceries or clothes for the children this month."

That is approximately \$3.50 a week, or 50 cents a day, Mr. President. These pay deductions are for benefits which are of help to the employees, I am sure, but, Mr. President, when we talk about a steel settlement, when we talk about a

settlement with the auto workers, when we talk about any other settlement in a labor dispute, practically all of these fringe benefits I have mentioned have been given in totality as a part of the bargaining, as fringe benefits. The figures we get, with respect to a 3½ percent increase or a 5 percent increase for the steel workers, do not include these other benefits for which we charge our Federal employees. Our employees have to take pay deductions for them. Our employees pay for those benefits.

Let us consider the take-home pay. The take-home pay will be 50 cents a day.

Under the 6-percent increase provision, we would have the magnificent increase, in this same grade, for the old-time letter carrier, who has worked all his life, of \$268.50 a year. That is \$22.37 a month.

After we deduct approximately \$19.17, which this employees would have to pay back to the Federal Government in income taxes, retirement, and for the health program, what would the employee receive? He would receive \$4.70 per month net take-home pay, to take to his wife, so that she could buy a new dress, perhaps. Perhaps she could buy the baby a pair of shoes. That is \$4.70 per month, \$1.20 per week, or less than 20 cents per day.

Mr. President, I am concerned about the cost of Government, but I do not believe that a government which can spend money for outer space exploration, which can spend money for research and development, and which can spend money to build great new buildings—we are going to build downtown some four or five buildings, in the General Services Administration program—ought to wring the money out of the lowest salaried people who work, who can look only to the Congress for a pay wage adjustment.

Mr. President, I hope the amendment will be defeated.

Mr. CLARK. Mr. President, will the Senator yield to me? Does the Senator have additional time?

Mr. MONRONEY. If the Senator from South Carolina will yield me 2 minutes, I shall be happy to yield to the Senator from Pennsylvania.

Mr. JOHNSTON of South Carolina. I yield 2 minutes to the Senator from Oklahoma.

The PRESIDING OFFICER. The Senator from Oklahoma is recognized for 2 additional minutes.

Mr. CLARK. Mr. President, is it not the view of the Senator from Oklahoma that the cost of Government would increase very substantially if the ability and efficiency of Government employees were to decline?

Mr. MONRONEY. I am certain that would be true. If these people are held submerged beneath a decent standard of living, if their families are broken up, if there are foreclosures and garnishments and the loss of homes, because of an inability to meet repair bills and other costs, I would say that we would see a general collapse of the great cadre of people who keep Government afloat. On the floor of the Senate we say this is the greatest Government and the best

administered Government under a civil service system on the face of the globe.

Mr. CLARK. Is it not clear to my friend from Oklahoma that private industry is in constant competition with Government employees for the brains and ability of America as they come from our schools and universities?

Mr. MONRONEY. The Senator is absolutely correct.

Mr. CLARK. Is it not clear to my friend from Oklahoma that, unless we keep the salary and wage standard of our Government employees at least reasonably competitive with that of private industry, it is a certainty that the Government service will lose a very large proportion of its capable and able employees?

Mr. MONRONEY. The Senator is absolutely correct. We are losing an alarming number of people, as is pointed out in the report of the committee which is before us.

1. The Government is losing an alarming number of career engineers, scientists, and professional personnel to private industry because of an unfavorable competitive position with respect to compensation.

2. The most highly skilled are leaving the service and replacements are below the quality needed to maintain the standard of service desired.

The situation is worse in the skilled fields. It now amounts to almost a continual revolving personnel in the lower grades of the Post Office Department. Postmasters whom I know tell me they cannot possibly fill those jobs with competent people at present wages because every other employer in town can outbid them in salary.

Mr. CLARK. Does not my friend feel that the bill now before us makes only a modest effort to achieve that kind of parity for Government employees which the Senator has agreed is essential to the future welfare and well-being of employees in the Government service?

Mr. MONRONEY. I would say not quite parity. As in the farm program, I would say it is somewhere between 65 and 80 percent of parity as compared with other wages.

Mr. CLARK. I thank my friend for his answers.

Mr. JOHNSTON of South Carolina. Mr. President, I yield to myself 5 minutes.

Something has been said in regard to the hearings on the bill. The fact is that during the hearings on the bill most of the witnesses who testified were officers and employees of the Government. Over half of the testimony presented at the time was given by officers and employees of the Government. A good many of them were from the Post Office Department.

The committee reached the conclusion from all the facts presented that a 7½-percent increase was the lowest we could give to Government workers and do justice to them at all. We found it to be true that the 800,000 blue-collar workers who worked for the Government at the time received a far greater increase in pay from the Government of the United States than did workers covered under the bill. Those facts

were brought out before the committee at our hearings.

I call the attention of the Senate to another fact that we sometimes forget. The revenue of the Government will be increased if the bill is passed. If we give increases in pay to Government workers which will approximate \$700 million, we will find that at least \$150 million of that amount will never leave the Treasury of the Government, but will be retained from the pay of the workers as a withholding tax.

Therefore the Government workers themselves in reality will receive only about 6 percent increase in pay from the Government after income taxes alone are deducted. That does not take into account increases in deductions for retirement and other funds which would be made. I ask the Senate not to forget that fact. Employees would receive only 6 percent net, which is what the Senator from Kansas proposes.

I noticed that the Senator from Kansas said in his speech that we propose to give the Government employees 7½ percent, and then we give them 1 percent here and there. I do not know why he stopped there. I do not know why he did not propose to give them the other 1½ percent, which I think is what they are really entitled to in equity. That is what the committee did, and as I remember, the committee report was unanimously agreed to.

The Senator from Kansas reserved the right to offer amendments in the Senate at the time the bill was reported. The members of the committee, having conducted hearings and discussed the subject, believe that Government workers are entitled to a 7½-percent increase and the three other small increases which are contained in the bill, and to which I have already called attention.

Mr. CARLSON. Mr. President, may I inquire how much time I have remaining?

The PRESIDING OFFICER. The Senator from Kansas has 15 minutes remaining.

Mr. CARLSON. I yield 4 minutes to the Senator from New York.

The PRESIDING OFFICER. The Senator from New York is recognized.

Mr. JAVITS. Mr. President, I share with the distinguished occupant of the Chair [Mr. KEATING] representation of a State which in the Post Office service has an enormous representation of the number of employees affected. We have in the New York Post Office alone 35,000 employees. Everyone knows that there has been a great amount of interest expressed by postal employees in the proposed increase in their compensation.

I think there is one point that must be emphasized as we consider the amendment and as we consider the bill, and that is that I believe postal employees will feel that they have by no means attained the result which they have been seeking. I think we will be fortunate if we give them the 7½ percent if they feel that this is even a small measure of justice.

I have attended a great many meetings of postal employees, and I have

talked not only with the bread winners of the families, but with their wives, who have to make ends meet, and I have talked with many postal employees who must hold down two jobs in order to make a living, or have their wives work, notwithstanding that they do a full day's work, for which they ought to earn enough to support a family. It is a matter of disgrace for an official of the United States to have to face this kind of justifiable criticism on the part of employees.

Let us never forget that if the postal employee is to receive any kind of economic justice, we must give it to him. He has no other remedy. He does not have the privilege of economic bargaining. He cannot get another job unless he wishes to leave the service and relinquish years of investment in his own future security. He has no opportunity to go into business for himself. Only we can give him justice.

The ultimate verity in respect of whether a 7½-percent increase is the very minimum that we possibly can give is found in a comparison of the rates of compensation between the employees who are included in the bill and those engaged in similar endeavors in the private economic system, and also between the employees included in the bill and those engaged in public work, such as policemen, firemen, and other employees in municipalities and in States.

When we make such comparisons we find that even after we give Government employees the proposed increase, they will still be under par.

For some reason or other it is disadvantageous to work for the Federal Government in terms of compensation. For that reason the argument that in order to retain an effective work force we must meet economic competition is an extremely sound one.

Finally, all of us are deeply concerned about international tensions, and we realize the tremendous responsibility which is vested in our Government employees to maintain at the highest peak of efficiency our Government machinery today in the face of international tensions.

There is great dissatisfaction especially in the postal service, a dissatisfaction which we will not satisfy completely by what we propose to do here, but which will make considerable progress toward meeting that dissatisfaction.

Finally, we are urged to keep within the budget in terms of the surplus which we expect to attain. I feel as keenly about that as any other Senator. What we have to remember, though, is the great American tradition which we enforce on corporations, just as we should enforce it on government itself, and that is, that we do not take it out of the backs of our employees. I would like to repeat that, because this is an important point. We do not take that kind of economy out of the backs of our employees.

Every legitimate survey which we have had made shows that the United States is able to pay its bills and is able

to carry out its responsibilities. Where we must deal with this question of the budget and the savings, we must make certain that we do not take it out of the backs of our employees. If we can find no other way, we will have to consider the continuation of certain taxes. It seems to me we must face that issue squarely and honestly. If we must do everything we are doing and must spend all that we are spending in every way which is now encompassed in the budget, rather than taking the necessary savings out of the back of our employees, who are solely dependent upon us for economic justice, we must deal with it in our tax bill and continue taxes which we might otherwise not wish to continue, in order to see that the United States does this measure of justice to the people who make it what it is.

Mr. DIRKSEN. Mr. President, I suggest the absence of a quorum, and I suggest that we let it run sufficiently long so that all Senators may be notified, and that the time be charged to both sides.

The PRESIDING OFFICER. Without objection, it is so ordered.

The clerk will call the roll.

The legislative clerk proceeded to call the roll.

Mr. JOHNSON of Texas. Mr. President, I ask unanimous consent that the order for the quorum call be dispensed with.

The PRESIDING OFFICER. Without objection, it is so ordered.

THE BOMBARDMENT OF THE CHINESE OFFSHORE ISLANDS

Mr. JOHNSON of Texas. Mr. President, the news ticker brings us the information that the Chinese Communists have opened fire on Nationalist-held offshore islands to protest against President Eisenhower's visit to Formosa tomorrow.

According to the report, the Communist news agency boasted that the gunners shouted anti-American slogans as they opened fire. The bombardment was described as a "furious rain of shells" on the Quemoy Islands.

Mr. President, this is another step in the massive effort by the Communists to humiliate the United States and to seal off as many people as possible from contact with freedom. There is not even the slightest effort to conceal Communist aims.

This demonstrates the wisdom of the Senate in strengthening the defense bill that was before us yesterday. It is evident that the Communists will use force in any area where they believe there is not sufficient counterforce to block their aggression. The free world can exist only to the extent that it can defend itself or has a capacity for retaliation.

I think we must demonstrate similar foresightedness in our efforts to reach the uncommitted people of the world. Where the Communists ask them to respond to brute strength, we must appeal to the desire for dignity, freedom, and a degree of security.

Mr. President, I ask unanimous consent that there be printed in the RECORD

as a part of my remarks the item from the United Press ticker concerning the bombardment of the offshore islands.

There being no objection, the news report was ordered to be printed in the RECORD, as follows:

TOKYO.—Red China announced that "thousands of guns" on its Fukien Province coast began shelling the Nationalist-held offshore islands tonight in an angry demonstration against President Eisenhower's visit to Formosa tomorrow.

"Thousands of guns roared the instant the order was issued and innumerable flashes cut through the dark sky over the Taiwan (Formosa) straits," the official Communist New China News Agency said in a broadcast heard in Tokyo.

The Communist news agency said the gunners shouted anti-American slogans as they opened fire. They shouted such things, it said, as "Eisenhower go back—fire"; "U.S. aggressors get out of Japan—fire"; and "Get out of Asia—fire."

The broadcast said that a "furious rain of shells poured down on the Quemoy Islands."

Radio Peking and NCNA said the bombardment began at 8 p.m. mainland China time (8 a.m. edt). The news agency said "the powerful shelling in demonstration against the United States" was "still continuing," but did not give any indication at that time the bombardment would stop.

The agency said the soldiers who manned the guns and "civilians at the Fukien front" held "meetings and forums" earlier in the day to protest the "plotting of new wars in Asia and (the) hostile attitude of the United States to the Chinese people."

"The Chinese people opposed the coming to Taiwan of warmonger Eisenhower and * * * would resolutely persist in the struggle as long as the U.S. aggressors remain in Taiwan."

Mr. JOHNSON of Texas. I plead with my colleagues in Congress and with freedom-loving people everywhere to keep their powder dry and to close ranks.

ADJUSTMENT OF COMPENSATION OF CERTAIN FEDERAL OFFICERS AND EMPLOYEES

The Senate resumed the consideration of the bill (H.R. 9883) to adjust the rates of basic compensation of certain officers and employees of the Federal Government, and for other purposes.

Mr. DIRKSEN. Mr. President, the distinguished Senator from Kansas would like to have a yea-and-nay vote on his amendment. I therefore ask for the yeas and nays.

The yeas and nays were ordered.

Mr. CARLSON. Mr. President, I yield myself 2 minutes. Then I shall be ready to vote.

I offered my amendment to the bill (H.R. 9883), reducing the amount from 7½ percent to 6 percent, across the board. I do not for this reason. I do not know of any Senator who can sincerely state that he believes a 7½-percent pay increase bill will become law. I would be less than frank if I did not state also that I am not sure that a 6-percent bill will become law. However, I feel it has a much better chance of becoming law than has a 7½-percent bill. Not only that, but it shows that I am sincerely trying to do something for the Federal workers. I want them to get a pay raise. I do not want to try to get

something for them that I know cannot become law. It is for that reason that I offered my amendment calling for a 6-percent increase. The bill is not in the form in which I would have drawn it, but it is the best we can do at this moment. I urge the Senate to adopt my amendment.

Mr. JOHNSTON of South Carolina. Mr. President, I yield myself 3 minutes. I am opposed to the amendment. I believe that even a 7½-percent increase is not a sufficient amount to balance the workers who are included in the bill with other employees of the United States subject to the wage board system. I feel that if the amendment shall be adopted it will mean the death of any such legislation at this session of Congress. My reason for making that statement is that we have tried to work and get together with the House in connection with a bill calling for a 7½-percent increase. The House reduced its amount from 9 percent to 7½ percent after it had reported the bill from committee. Therefore we have a bill before us that we can get to the President's desk in time for him either to sign or not while Congress is still in session. If we add amendments to the bill, and if we adjourn on the day when I think we will adjourn, no pay raise bill will be passed by the House and Senate in time to put it on the President's desk in time to keep him from pocket-vetoing it.

Mr. JOHNSON of Texas. Mr. President, will the Senator yield?

Mr. JOHNSTON of South Carolina. I yield.

Mr. JOHNSON of Texas. We have been talking here since January about a 10-percent raise, a 9-percent raise, and finally a 7½-percent increase. Leaders of our Government participated in and contributed toward working out a settlement involving the steelworkers. I do not begrudge anyone an increase to which he is entitled.

However, I think we should bear in mind that 75 percent of the postal workers make less than \$3,800 a year. After 25 percent of their pay has been deducted for income tax and insurance, most of the families of the postal workers are trying to exist on less than \$300 a month.

I am convinced, after observing the action in the House, where a bill providing for a 9-percent increase was reported, but as to which the employees' groups willingly accepted 7½ percent, that if the Senate begins to amend and change the bill now so as to make the amount 8 percent or 6 percent, or any other figure, all we will do will be to kill the bill. I think a vote for the 6-percent amendment is a vote to kill the bill. It is a vote against any pay-increase legislation. So far as I am concerned, I do not want that blood on my hands. I shall support the committee bill.

Mr. JOHNSTON of South Carolina. Mr. President, I agree with the majority leader. If it is desired to kill the bill, then the amendment of the Senator from Kansas should be agreed to.

Mr. LAUSCHE. Mr. President, will the Senator from South Carolina yield?

Mr. JOHNSTON of South Carolina. I yield.

The PRESIDING OFFICER. How much time does the Senator from South Carolina yield to the Senator from Ohio?

Mr. JOHNSTON of South Carolina. I yield 1 minute.

Mr. LAUSCHE. Does the bill apply to the members of my staff?

Mr. JOHNSTON of South Carolina. It applies on a permissive basis to the members of the Senator's staff. The Senator can increase the salaries of the members of his staff or not as he desires.

Mr. JOHNSON of Texas. There is nothing mandatory about that, as I understand it. We proceed on the assumption that the members of our own staffs are as patriotic and competent and are as much entitled to consideration as the members of any other Senator's staff. However, there is no provision in the bill which requires any Senator who believes his staff is not entitled to an increase to give it to them.

Each year, I turn back funds allotted to the various committees over which I preside and allotted to my own office, when I feel that the money is not needed. Each Senator can be his own judge. The bill merely provides for an increase for all employees.

Someone raised a question with me a while ago about administrative assistants. I inquired into the matter and found that in the Senate there are 100 administrative assistants. Fifty-four of them are not paid what is authorized to be paid now, because the judgment of the Senators is that they should not be paid more than they now receive. Only 46 are paid the amount which is authorized.

There is nothing in the bill which requires that those 46 be paid the 7½-percent increase. But if they were so paid, it would mean for 46 persons an amount of less than \$50,000 out of the \$7 million.

Mr. LAUSCHE. Mr. President, may I have 1 more minute, to clarify my position?

Mr. JOHNSON of Texas. I yield 1 minute to the Senator from Ohio.

Mr. LAUSCHE. I do not want my question to imply that I feel the pay increase should be mandatorily applicable to the members of my staff. On the basis of the salaries which are paid to employees in private industry in Ohio, the salaries which I pay are grossly disproportionate. They are so high that I frequently feel I am not fair to the taxpayers. The salaries which I pay are paid on the basis of comparison with those which other Senators pay.

Mr. JOHNSON of Texas. I do not want to have the responsibility for the salaries which the Senator from Ohio pays the members of his staff. If he is paying too much, he should reduce the salaries. He is the sole judge of the salaries he pays to the members of his own staff. He may pay them what he wishes to pay. There is nothing in the law which requires him to pay anyone anything.

Mr. LAUSCHE. I do not want the Senator from Texas to escape the reality that the salaries I pay must inevitably

be fixed on the basis of the salaries which other Senators pay.

The PRESIDING OFFICER. The time of the Senator from Ohio has expired.

Mr. CARLSON. Mr. President, I yield back the remainder of my time.

Mr. JOHNSON of Texas. I yield back the remainder of my time.

The PRESIDING OFFICER. The question is on agreeing to the amendment of the Senator from Kansas. The yeas and nays have been ordered, and the clerk will call the roll.

The legislative clerk called the roll.

Mr. MANSFIELD. I announce that the Senator from Colorado [Mr. CARROLL], the Senator from Hawaii [Mr. LONG], the Senator from Georgia [Mr. RUSSELL], the Senator from Mississippi [Mr. STENNIS], and the Senator from Texas [Mr. YARBOROUGH] are absent on official business.

I also announce that the Senator from Missouri [Mr. HENNINGS], and the Senator from Arkansas [Mr. FULBRIGHT] are absent because of illness.

I further announce that the Senator from Tennessee [Mr. KEFAUVER], the Senator from Massachusetts [Mr. KENNEDY], the Senator from Michigan [Mr. McNAMARA], the Senator from Oregon [Mr. MORSE], and the Senator from Wyoming [Mr. O'MAHONEY] are necessarily absent.

I further announce that, if present and voting, the Senator from Colorado [Mr. CARROLL], the Senator from Arkansas [Mr. FULBRIGHT], the Senator from Missouri [Mr. HENNINGS], the Senator from Tennessee [Mr. KEFAUVER], the Senator from Massachusetts [Mr. KENNEDY], the Senator from Hawaii [Mr. LONG], the Senator from Michigan [Mr. McNAMARA], the Senator from Oregon [Mr. MORSE], the Senator from Mississippi [Mr. STENNIS], the Senator from Texas [Mr. YARBOROUGH] would each vote "nay."

Mr. KUCHEL. I announce that the Senator from Maryland [Mr. BUTLER] is absent because of illness.

The Senator from Indiana [Mr. CAPEHART] is absent by leave of the Senate.

The Senator from New Hampshire [Mr. COTTON] and the Senator from Nebraska [Mr. HRUSKA] are necessarily absent.

The Senator from South Dakota [Mr. MUNDT] and the Senator from Kansas [Mr. SCHOEPP] are absent on official business.

On this vote, the Senator from Nebraska [Mr. HRUSKA] is paired with the Senator from Kansas [Mr. SCHOEPP]. If present and voting, the Senator from Nebraska would vote "nay," and the Senator from Kansas would vote "yea."

The result was announced—yeas 28, nays 54, as follows:

[No. 223]

YEAS—28

Allott	Curtis	Morton
Bennett	Dworshak	Prouty
Bridges	Ervin	Robertson
Brunsdale	Goldwater	Saltonstall
Bush	Hayden	Talmadge
Byrd, Va.	Hickenlooper	Thurmond
Carlson	Holland	Wiley
Case, S. Dak.	Lausche	Williams, Del.
Church	McClellan	
Cooper	Martin	

NAYS—54

Alken	Gore	McGee
Anderson	Green	Magnuson
Bartlett	Gruening	Mansfield
Beall	Hart	Monroney
Bible	Hartke	Moss
Byrd, W. Va.	Hill	Murray
Cannon	Humphrey	Muskie
Case, N.J.	Jackson	Pastore
Chavez	Javits	Proxmire
Clark	Johnson, Tex.	Randolph
Dirksen	Johnston, S.C.	Scott
Dodd	Jordan	Smathers
Douglas	Keating	Smith
Eastland	Kerr	Sparkman
Ellender	Kuchel	Symington
Engle	Long, La.	Williams, N.J.
Fong	Lusk	Young, N. Dak.
Frear	McCarthy	Young, Ohio

NOT VOTING—18

Butler	Hruska	Mundt
Capehart	Kefauver	O'Mahoney
Carroll	Kennedy	Russell
Cotton	Long, Hawaii	Schoeppel
Fulbright	McNamara	Stennis
Hennings	Morse	Yarborough

So Mr. CARLSON's amendment was rejected.

Mr. JOHNSON of Texas. Mr. President, I move that the vote by which the amendment was rejected be reconsidered.

Mr. JOHNSTON of South Carolina. Mr. President, I move to lay on the table the motion to reconsider.

The PRESIDING OFFICER. The question is on agreeing to the motion to lay on the table the motion to reconsider.

The motion to lay on the table was agreed to.

The PRESIDING OFFICER. The bill is open to further amendment.

Mr. ELLENDER. Mr. President, I submit an amendment which I send to the desk, and ask to have stated.

The PRESIDING OFFICER. The amendment will be stated.

The LEGISLATIVE CLERK. Beginning on page 17, in line 11, it is proposed to strike out all through line 6, on page 20.

Mr. MANSFIELD. Mr. President, may the amendment be read again?

The PRESIDING OFFICER. Without objection, the amendment will be read again.

The LEGISLATIVE CLERK. Beginning on page 17, in line 11, it is proposed to strike out all through line 6, on page 20, being the section entitled "Employees in the Legislative Branch."

Mr. ELLENDER. Mr. President—

The PRESIDING OFFICER. How much time does the Senator from Louisiana yield to himself?

Mr. ELLENDER. Mr. President, a parliamentary inquiry.

The PRESIDING OFFICER. The Senator from Louisiana will state it.

Mr. ELLENDER. How much time is available to me?

The PRESIDING OFFICER. Thirty minutes.

Mr. ELLENDER. I yield myself 10 minutes, Mr. President.

The PRESIDING OFFICER. The Senator from Louisiana is recognized for 10 minutes.

Mr. ELLENDER. Mr. President, I am taken by surprise, by having this bill come up so suddenly. I was very busy yesterday afternoon, as well as today, in hearings on the mutual security program.

Mr. President, I wish to say I am all for a fair wage increase for Federal employees. In the last vote, I voted to

sustain the committee in maintaining a 7½-percent increase.

The purpose of my amendment is to strike from the bill the provision authorizing pay increases for all employees connected with the legislative branch of our Government. It has been our custom in the past to fix salaries for our employees, independently of any hard and fast wage scale; we have a method of our own for handling salaries of legislative employees.

I wish to point out that when the House first considered pay legislation, the original House committee bill contained a provision which would have increased the salaries of Senate administrative assistants from \$16,300 to almost \$19,000 per year. That provision, of course, was deleted, so that those employees are in about the same category as employees in the Civil Service and the Postal Department, that is, they would receive an across-the-board 7.5-percent raise.

It is my belief that, since we have a method of our own for fixing salaries in the Senate we should not burden this bill with raises for legislative employees. That matter should be handled separately.

As I have already stated, the purpose of this amendment is to delete from the bill those sections extending the 7.5-percent pay raise to employees of the legislative branch. In this connection, Mr. President, I believe a little background might be in order.

Under existing law, Senators can pay one employee up to \$16,300 per year, a second up to \$15,731 per year, and a third employee up to \$15,044 per year, with a maximum limitation as to all other employees of \$10,221 per year, with the actual number of such employees being so compensated subject only to the overall limitation of salary funds available to individual Senators.

The total clerk hire figure available to Senators is dependent, of course, upon the populations of the respective States.

Now, it goes without saying, Mr. President, that these are far from starvation-level salaries. As a matter of fact, the salaries I have indicated are, as I believe Senators will agree, relatively handsome amounts of money.

Yet, as I pointed out earlier, in the original version of H.R. 9883, the so-called 9-percent pay increase bill, quite a few little gadgets were inserted to further increase the salaries of legislative employees. The bill, at first reading, would have apparently only accorded a flat 9 percent increase to employees in Senator's offices, and employees of Senate committees. The top bracket limitation was raised from \$16,300 per year to \$17,525 per year. However, in a subsequent subsection of the same section of the bill, the basic salary limitation for the top three employees in Senators' offices and committee staffs would have been geared to the three highest brackets of the classified schedule. In other words, by so doing, an increase in compensation for the three top brackets of the classified figure would have, of and by itself, raised the maximum amount which Senators could pay to their three

top office staff employees, and other top employees of committees. In effect, the limitation, would have increased from \$16,300 per year for the administrative assistant, to \$18,964 per year; for the second ranking employee, the maximum would have been fixed at \$17,788 per year, compared with \$15,731 per year under existing law. A third employee could have been paid up to \$16,505 per year, compared with \$15,044 per year under existing law. The maximum pay level for employees in Senators' offices, other than the top three, salary would have been raised to \$11,141 per year, as opposed to \$10,221, under existing law.

Furthermore, as indicated earlier, any increase in the upper limits of the three highest existing civil service classifications would have been automatically fixed as the maximums for employees of Senators and employees of Senate committees. In addition, should any new grades have been added to the Classification Act, these new limitations would have become the maximum, since the bill states that the maximum salaries of Senate employees in these categories would have been equal to the maximum established for the third highest grades under the classification figure.

I hasten to add, of course, that no Senator would have been required to pass these increases on to his staff members, but the fact is, that for all practical purposes, the original bill would have considerably lessened the Senators' control over maximum salaries which Senators could pay to their office employees, and employees of Senate committees.

Mr. JOHNSTON of South Carolina. Mr. President, for the information of the Senator, I agree thoroughly with what he has been saying. The House bill has been amended, and the bill before the Senate at the present time gives each Senator the right to regulate all salaries within his office.

Mr. ELLENDER. I am pleased to note that these sections have been removed from the pending bill, and that the measure as it is now written merely extends a flat 7.5-percent increase in the maximum compensation which could be paid to employees in Senators' offices and employees of Senate committees, but the fact still remains that the new limitations so provided, are amazingly high. Administrative assistants, for example, could receive up to \$17,525 per year, compared with \$16,300 per year, the present maximum. One other employee could be compensated up to \$16,911, as compared with \$15,731 per year under existing law. A third employee could receive as much as \$16,733 per year, as compared with the maximum presently available for such third employee of \$15,044 per year.

It is now proposed to so legislate that every Senator will almost be compelled to increase by 7½ percent the salary of an administrative assistant who is now getting \$16,300, as well as salaries of other employees in his office.

Let me be perfectly frank. I believe the amount that is now being paid to employees in the legislative branch is ample for their needs.

Mr. JOHNSTON of South Carolina.
Mr. President—

Mr. ELLENDER. I am on limited time.

Mr. JOHNSTON of South Carolina. I will take it out of my time if necessary.

Mr. ELLENDER. Very well.

Mr. JOHNSTON of South Carolina. I should like to point out that at the present time only 46 percent of the Senators pay the maximum. In the future, if the Senator wanted to keep down the payments, he could do so. Any Senator could do so. However, 54 percent of the Senators are paying the maximum. Some of them may want to increase it; some may not. That is exactly what the bill provides a Senator can do.

Mr. ELLENDER. It is my belief that if we follow that policy and provide a 7½-percent increase, it ought to be made obligatory.

The point I wish to make is that we have a method for fixing salaries of our employees which is peculiar to the Senate and to the House of Representatives. We can give increases in such manner as we determine, within broad limits, of course.

Mr. President, I ask unanimous consent to have printed in the RECORD at this point a document headed "Salary Tables, U.S. Senate." This document illustrates the broad flexibility available to Senators in fixing salaries of their employees, utilizing the basic salary amounts available to each. This table shows, for instance, that by designating a basic salary of \$4,500, a Senator can give to an employee in his office a gross salary of \$9,134.05. The difference is paid by the Government. In any event, this schedule demonstrates the latitude available to Senators in fixing salaries of their employees, and fortifies my position to the effect that legislative employees' salaries should not be dealt with in general Federal pay legislation.

There being no objection, the document referred to was ordered to be printed in the RECORD, as follows:

Salary tables, U.S. Senate, effective July 1, 1958

(Retroactive to Jan. 1, 1958)

Basic per annum:	Gross per annum
\$60	\$887.40
\$120	1,010.32
\$180	1,133.24
\$240	1,256.16
\$300	1,379.08
\$360	1,502.00
\$420	1,624.93
\$480	1,747.84
\$540	1,870.77
\$600	1,993.69
\$660	2,116.60
\$720	2,239.53
\$780	2,362.44
\$840	2,482.64
\$900	2,580.97
\$960	2,679.31
\$1,020	2,777.65
\$1,080	2,875.98
\$1,140	2,974.32
\$1,200	3,072.66
\$1,260	3,162.80
\$1,320	3,252.94
\$1,380	3,343.08
\$1,440	3,433.23
\$1,500	3,523.37
\$1,560	3,623.11
\$1,620	3,725.87

Salary tables, U.S. Senate, effective July 1, 1958—Continued

Basic per annum:	Gross per annum
\$1,680	\$3,828.64
\$1,740	3,934.31
\$1,800	4,047.36
\$1,860	4,160.38
\$1,920	4,273.42
\$1,980	4,386.47
\$2,040	4,499.50
\$2,100	4,612.55
\$2,160	4,725.56
\$2,220	4,838.60
\$2,280	4,951.65
\$2,340	5,064.68
\$2,400	5,177.73
\$2,460	5,290.76
\$2,520	5,403.79
\$2,580	5,516.84
\$2,640	5,629.87
\$2,700	5,742.93
\$2,760	5,855.97
\$2,820	5,968.98
\$2,880	6,082.04
\$2,940	6,195.07
\$3,000	6,308.12
\$3,060	6,421.16
\$3,120	6,534.19
\$3,180	6,647.23
\$3,240	6,760.25
\$3,300	6,873.30
\$3,360	6,986.34
\$3,420	7,099.37
\$3,480	7,212.41
\$3,540	7,325.45
\$3,600	7,438.49
\$3,660	7,551.53
\$3,720	7,664.56
\$3,780	7,777.61
\$3,840	7,890.64
\$3,900	8,003.68
\$3,960	8,116.72
\$4,020	8,229.76
\$4,080	8,342.80
\$4,140	8,455.83
\$4,200	8,568.87
\$4,260	8,681.91
\$4,320	8,794.94
\$4,380	8,907.98
\$4,440	9,021.02
\$4,500	9,134.05
\$4,560	9,247.09
\$4,620	9,358.42
\$4,680	9,466.33
\$4,740	9,574.22
\$4,800	9,682.13
\$4,860	9,790.03
\$4,920	9,897.93
\$4,980	10,005.82
\$5,040	10,113.73
\$5,100	10,221.62
\$5,160	10,329.53
\$5,220	10,434.57
\$5,280	10,532.66
\$5,340	10,630.75
\$5,400	10,728.85
\$5,460	10,826.93
\$5,520	10,925.02
\$5,580	11,023.12
\$5,640	11,121.20
\$5,700	11,219.30
\$5,760	11,317.39
\$5,820	11,415.48
\$5,880	11,513.56
\$5,940	11,611.65
\$6,000	11,709.76
\$6,060	11,807.85
\$6,120	11,905.93
\$6,180	12,004.02
\$6,240	12,102.11
\$6,300	12,200.21
\$6,360	12,298.29
\$6,420	12,396.39
\$6,480	12,494.48
\$6,540	12,592.56
\$6,600	12,690.66
\$6,660	12,788.75
\$6,720	12,886.84
\$6,780	12,984.92
\$6,840	13,083.02

Salary tables, U.S. Senate, effective July 1, 1958—Continued

Basic per annum:	Gross per annum
\$6,900	\$13,181.12
\$6,960	13,279.21
\$7,020	13,377.29
\$7,080	13,475.38
\$7,140	13,573.47
\$7,200	13,671.57
\$7,260	13,769.66
\$7,320	13,867.75
\$7,380	13,965.84
\$7,440	14,063.92
\$7,500	14,162.02
\$7,560	14,260.11
\$7,620	14,358.20
\$7,680	14,456.29
\$7,740	14,554.38
\$7,800	14,652.48
\$7,860	14,750.57
\$7,920	14,848.65
\$7,980	14,946.74
\$8,000 ¹	14,979.45
\$8,040	15,044.83
\$8,100	15,142.94
\$8,160	15,241.02
\$8,220	15,339.11
\$8,280	15,437.20
\$8,340	15,535.28
\$8,400	15,633.38
\$8,460	15,731.47
\$8,520	15,829.56
\$8,580	15,927.65
\$8,640	16,025.74
\$8,700	16,123.84
\$8,760	16,221.93
\$8,820	16,300.00
\$8,880	16,300.00

¹ Committee use only.

Mr. ELLENDER. What is proposed would make it possible for an employee of the Senate to get a salary increase of 7½ percent when most are already getting ample salaries. That is why I am opposed to it.

Since the primary purpose of this bill is to help postal and civil service employees in the low pay brackets, it is my belief we should confine the provisions of the bill to them.

I know, of my own knowledge, that many postal employees are paid just about what a janitor gets around here, and that is very small remuneration. I am for a bill that will give to the lower paid employees fair additional compensation.

Mr. BRIDGES. Mr. President, will the Senator yield?

Mr. ELLENDER. Personally, I have doubts as to whether anyone will get a pay raise if all these additional emoluments are made available.

Mr. BRIDGES. Mr. President, will the Senator yield?

Mr. ELLENDER. I yield.

Mr. BRIDGES. I point out that the same argument which the Senator has used with relation to pay increases in the higher pay brackets in the legislative branch would be multiplied a thousand times when related to classified employees and postal employees, because a great many of those employees are in those high classifications. To be consistent, the Senator ought to apply his proposal to the lower grades of all Federal employees.

Mr. ELLENDER. Mr. President, I am glad to inform the Senator that I shall offer an amendment to make the pay increase applicable only to employees

whose salaries are not over \$10,000 per year.

Mr. LAUSCHE. Mr. President, will the Senator yield?

Mr. ELLENDER. I yield to the Senator from Ohio.

Mr. President, I yield myself such time as is required.

Mr. LAUSCHE. The statement has been made that the increase for the \$16,300-a-year employee will not apply unless the Senator determines it shall be applied. I wonder if the Senator from Louisiana understands that under the provisions of the bill, affirmative action on the part of the Senator is required, and that the Senator must notify the disbursing officer he does not want the increase applied to a particular employee.

Mr. JOHNSTON of South Carolina. No; that is a mistake.

Mr. ELLENDER. The Senator must take some action.

Mr. LAUSCHE. Let us get this clear. Does the Senator have to take some action?

Mr. ELLENDER. The Senator must, yes.

Mr. LAUSCHE. If the Senator must take some action, this language is intended to "put him on the spot."

Mr. ELLENDER. That is correct.

Mr. LAUSCHE. How can I tell my employee, "I refuse to give you the 7½-percent increase"? It is blackmail, defying me to deny the increase. With the condition the country is in pecuniarily today, I do not believe we ought to increase the salaries of these \$16,300-a-year employees by 7½ percent. There must be motives other than a desire to deal fairly with these employees.

If I increase the salary of my assistant by \$1,050 a year and the Senator's assistant finds out about it, and the Senator tells him, "You cannot have it," what position will the Senator from Louisiana then be in?

Mr. ELLENDER. I would not like to describe it. [Laughter.]

Mr. LAUSCHE. Yes. This is nothing more than "putting the bee" on us.

Mr. JOHNSON of Texas. Mr. President, will the Senator yield?

Mr. ELLENDER. I yield.

Mr. JOHNSON of Texas. Does the Senator pay his administrative assistant the maximum salary now?

Mr. ELLENDER. Yes.

Mr. JOHNSON of Texas. I understand that 56 assistants are not paid the maximum salary now, and 44 are. That is a matter within the discretion of each Senator. Who is better able to determine what a Senator's employee is worth than the Senator himself?

Mr. ELLENDER. Mr. President, it is not a question of worth at all. My administrative assistant is seated next to me. He is second to none in the Senate. He worked for me for quite a few years before I, assigned him the position of administrative assistant. Only a few years ago I elevated him to that position.

Mr. JOHNSON of Texas. I am not questioning that statement.

Mr. ELLENDER. I understand. The point is that there should be some kind of uniformity imposed here. We have

a method under which we can proceed, which is peculiar to the Senate and to the House of Representatives.

Mr. JOHNSON of Texas. That is not changed in the slightest.

Mr. ELLENDER. Yes, it is.

Mr. JOHNSON of Texas. It is not.

Mr. ELLENDER. It is, as the Senator from Ohio pointed out.

Mr. JOHNSON of Texas. How did the Senator from Ohio point it out?

Mr. LAUSCHE. Let us find out.

Mr. ELLENDER. We are asked to make it possible to change.

Mr. LAUSCHE. It is an automatic increase, unless the Senator goes to the disbursing officer.

Mr. JOHNSTON of South Carolina. No.

Mr. ELLENDER. Action must be taken by the Senator.

Mr. LAUSCHE. Action must be taken?

Mr. ELLENDER. Yes.

Mr. LAUSCHE. Where does it so provide in the bill? Let us find out.

The PRESIDING OFFICER. The Senator from Louisiana has the floor. Does the Senator from Louisiana yield; and, if so, to whom?

Mr. ELLENDER. Mr. President, I suggest that the distinguished Senator from South Carolina [Mr. JOHNSTON] clear up the matter. He is chairman of the Committee on Post Office and Civil Service. In the meantime, Mr. President, I repeat that we have our own method of dealing with our employees. If a Senator is desirous of increasing the salary of any of his employees, he can do so under the rules and regulations set out for the Senate, up to \$16,300 per year, for one employee. Certainly, this is ample salary. Why make it possible to add another 7½ percent to each employee's salary?

Mr. LONG of Louisiana. Mr. President, will the Senator yield?

Mr. ELLENDER. The pay of the legislative employees is sufficient that we should not at this time increase their salaries.

Mr. LAUSCHE. Mr. President, will the Senator yield?

Mr. ELLENDER. I yield for a question.

Mr. LAUSCHE. I am sorry I voted against the general franking privilege, which would have permitted a Senator to send unaddressed letters, so that to each citizen of the United States could go a letter that our staff employees are paid \$16,300 a year now and, under the pretense of helping the underpaid postal workers, we are giving these employees a 7½ percent pay increase.

Very few of the Senators on the floor, under those conditions, would vote for this proposal. They would then support the proposal of the Senator from Louisiana.

Mr. JOHNSON of Texas. Mr. President, will the Senator yield to me?

Mr. ELLENDER. I yield for a question.

Mr. JOHNSON of Texas. I have conferred with Mr. Brenkworth, who handles legislative matters for the Senate, and who has done so for some time. I think

he is a dependable and competent employee.

To those who are having some difficulty understanding the bill, I may say, I am informed this is language identical to that carried in other acts.

I ask Senators to turn to section 117(a) of the bill.

Section 117(a) provides, in effect, that every employee in the Senate shall receive a 7½-percent pay increase. That is clear. It refers to the Parliamentarian. It refers to the reading clerk. It refers to the Sergeant at Arms.

The next paragraph, paragraph (b), takes care of any individual Senator who does not feel his employees should have the 7½-percent pay increases. A good many Senators so feel.

It is provided that the increase is taken away from the employees in the Senator's office. That is provided in paragraph (b). We do not provide for a raise for the Senator's office unless the Senator "in the case of any employee on or before the 15th day following the date of enactment of this Act notifies the Disbursing Office of the Senate" that he wishes the employee to have the pay increase.

Mr. LAUSCHE. Mr. President, that confirms exactly what I said. The Senator must take this action.

Mr. JOHNSON of Texas. I am not talking about what the Senator said. I am trying to explain what is in the bill. The Senator can interpret the provision as he wishes. That is the language we have had in other bills.

It seems to me reasonable, if we are going to raise the salaries of all the employees in the Government service by 7½ percent, that we should have such a provision. There is no reason why a Senator should not have individual authority to extend the pay increase to some employee in his office. This is simply the same right which is being extended to the postal employees and the other Federal employees.

If we do not have such a provision, we will find that our employees will leave us to take the other jobs.

The only explanation I can think of is that perhaps the Senator is willing to admit the employees are overpaid now. I am not going to say what is the Senator's opinion.

Mr. President, the only point I make is that this is the same as the language which was in the 1955 act and in the 1958 act. That is point No. 1.

Point No. 2 is that we are raising the salaries of postal employees and of all Federal employees. We are raising salaries of some 2.4 million people. We are saying, "We are going to give you a 7½-percent pay increase."

The steelworkers got a pay increase. Other people got pay increases.

In the next paragraph we have provided that no Senate employee in a Senator's office will receive the pay increase unless the Senator wants the employee to receive it. We leave it up to the Senator's judgment. We leave it up to the Senator's management. I trust the management of the individual Senator and the judgment of the individual Sen-

ator, even though sometimes I do not agree with them.

Mr. ELLENDER. Mr. President, I have the floor.

Mr. PASTORE. The Senator from Texas has the floor.

Mr. JOHNSON of Texas. I yield to the Senator from Rhode Island.

Mr. PASTORE. If we do not approve an increase for legislative employees now, we will have to pass at another time in this session, a special act to do so, anyway. So what difference does it make how we do it?

Mr. ELLENDER. I say to the Senator from Rhode Island that we do not have to do either.

Mr. PASTORE. Does the Senator from Louisiana mean that he proposes to raise the pay of all Federal employees and not raise the pay of legislative employees? Why does he seek to discriminate?

Mr. ELLENDER. If the salaries of postal employees were equal to the present salaries of legislative employees, this bill would not be before us.

Mr. PASTORE. I consider my assistants as well qualified as are the assistants of the President of the United States.

Mr. JOHNSON of Texas. I have a great admiration for the postal employees. I think they are wonderful people. I have respect for postal employees. But I do not yield to anyone with respect to the devotion and service of my own employees, and I am not willing to say that I will approve increases in pay for the employees of everyone else except those in my own office.

Mr. PASTORE. Mr. President, will the Senator yield?

Mr. JOHNSON of Texas. I yield.

Mr. PASTORE. I could not agree more with the Senator from Texas.

The PRESIDING OFFICER. The Senator from Louisiana has control of time.

Mr. ELLENDER. As I sought to point out a while ago, I do not know who put the proposals before the House, but an effort was made to increase the salaries of administrative assistants from \$16,300 to \$18,964; even if this bill should pass, those salaries will be increased from \$16,300 to \$17,525.

I wonder how many Senators would vote for an increase of their own salaries at this time? It is my belief that the employees of the legislative branch are well paid. We have a method of our own to increase their salaries if we see that it is necessary. I do not wish to do something today that may result in a denial of an increase to those who are entitled to it, because I feel confident that if provisions for increases for legislative employees remain in the bill, and if we otherwise make the increase apply to many employees of the Government who are now receiving sufficiently large salaries, we may deny pay increases to those who are really entitled to them.

Mr. President, how much time have I left?

The PRESIDING OFFICER. The Senator from Louisiana has 10 minutes remaining.

Mr. ELLENDER. I shall listen to what my friend from South Carolina has to say.

Mr. JOHNSTON of South Carolina. Mr. President, I yield myself 3 minutes.

To clarify the discussion concerning the particular provision of the bill before the Senate, I should like to say that it is not a new provision. It has been contained in every such pay increase bill upon which the Senate has acted. The bill provides for a 7½ percent increase for legislative employees, which is exactly the same increase the bill gives other employees of the Government. However, in the case of employees in the office of a Senator, the increase is not automatic. The bill follows a practice established in previous pay increase bills of leaving it up to each individual Senator to determine whether the increase, in whole or in part, is to be given to the various employees in his office.

I say to the Senator from Louisiana [Mr. ELLENDER] that the increase authorized by the bill is not mandatory. A Senator is not compelled by its terms to give a penny increase to the employees of his office if he does not wish to do so.

The same is true with respect to committee employees. The salaries of such employees are completely within the control of the chairman of the committee. If for any reason he does not wish the committee employee to receive the increase provided in the bill, all he needs to do is rearrange the base pay of the employee so that he will receive the same amount in the future as he is currently receiving.

Mr. PASTORE. Mr. President, will the Senator yield for a question?

Mr. JOHNSTON of South Carolina. I yield.

Mr. PASTORE. Has it not been the practice of both the Senate and the House, every time a pay raise is granted to Post Office employees and to civil service employees, to grant an increase in salary to legislative employees as well? It is done at the same time, although possibly not in the same bill, but at the same session of Congress.

Mr. JOHNSTON of South Carolina. The Senator is entirely correct. We have always provided for such an increase in every pay bill, giving legislative employees the same amount, though in a lump sum, and leaving it up to the Senator to act according to his wishes.

Mr. PASTORE. Is there any reason that the Senator knows why we should discriminate against faithful, qualified, and talented legislative employees?

Mr. JOHNSTON of South Carolina. There is no reason why we should discriminate against them and in favor of some employee downtown whom we do not know at all.

Mr. JOHNSON of Texas. Mr. President, if there is to be any discrimination, it ought to be the other way. The Senate remained in session until 12 o'clock last night. I left the Capitol after midnight. I left men at the desk, I left men at the office, and I left men at the room in the basement. They are back this morning. Never in 30 years

of public service have I seen a more dedicated group of public servants than those who serve the legislative branch of the Government. I cannot say, "I recommend an increase in salary for everyone except the folks I have hired. I am ready to give 2,400,000 employees \$700 million, but not \$50,000 for increases in pay to our own employees."

Mr. President, we have in this country some equity and some justice. The people who work in the Senate, in the House, in the Secretary's office, in the office of the Sergeant at Arms, and in the paymaster's office are not hangers-on. They do not have an 8-hour shift. Sometimes they work as many as 16, 18, and 20 hours. I do not know why we should discriminate against them. We might discriminate for them and give them a little overtime. We might give them some of the time-and-a-half which is talked about, and some of the wage-and-hour benefits. We might make such provisions apply to legislative employees. If we did so, they might get what they are entitled to.

The PRESIDING OFFICER. The time of the Senator from Texas has expired.

Mr. JOHNSON of Texas. I yield myself 3 minutes. Merely because we have people that we can control, hire and fire, working for us, and we think we might be criticized a little because we had extended to them the same privilege we had given to everybody else, is no reason for us to say, "I will give an increase to postal employees. I will give an increase to the people in the Pentagon. I will raise the salary of everybody else except the people who work in the Senate—the little page boys, the telephone employees, the secretary, the librarian, and the rest of the employees."

Mr. PASTORE. Mr. President, will the Senator yield?

Mr. JOHNSON of Texas. I yield.

Mr. PASTORE. I agree with the Senator from Texas, and that is the reason I cannot follow the logic of our distinguished colleague from Louisiana in the position he has taken today. He has indicated that he intends to vote not to cut the proposed 7½-percent increase to 6 percent, for he wants certain people to get the 7½ percent—a position with which I agree. He wants this increase extended to the Post Office employees, with which I agree. He wants it extended to civil service employees, and we agree on that. But when legislative employees are considered, he has said they are not entitled to the increase. I cannot follow that logic.

Mr. JOHNSON of Texas. No Senator is required to permit his assistants to have the increase if he does not want them to have it. He may walk back to his office and say, "I do not think you are entitled to an increase."

Mr. PASTORE. And that Senator would not give it to them.

Mr. JOHNSON of Texas. He might say, "I voted for an increase for everybody else, but I voted in the Senate today that you are not entitled to one. I will not give it to you." Senators have

that authority. I do not want any other Senator to tell me how to handle my office and what people I shall hire. Therefore we leave it up to the judgment of the Senators, and I think every Senator could trust his own judgment.

Mr. MONRONEY. As the Senator knows, practically every employee covered in the bill, excepting senatorial and other legislative employees, are on a 40-hour workweek.

Mr. JOHNSON of Texas. That is correct.

Mr. MONRONEY. Does the Senator from Texas know of any office in the Capitol, or the House or in the Senate, which is not virtually on a 50-hour workweek?

Mr. JOHNSON of Texas. No; and I think 50 is the minimum. Here we are talking about 2¼ million people, and except for 5 percent of them, they all get less than \$10,000 a year. Yet we would extend the benefits to 435,000 postal employees, 980,000 classified employees, 8,100 Foreign Service employees, 19,000 medical and surgical employees, 15,000 stabilization and conservation agricultural employees, and 5,000 judicial employees, but we would say to legislative employees, "No, no, we will not extend this to you. We are not going to permit any Senator to extend the increase to you. We are not going to give the authority to Senators to extend this increase to salaries of their employees, if they think it is necessary and if they certify it is necessary."

Mr. MONRONEY. Is it not correct to say that the only position of validity that can be established for raising every comparable worker in the Federal Government by 7½ percent, without permitting a Senator to do likewise, to raise his employees to that level, is by presuming or admitting that they are being overpaid by 7½ percent?

Mr. JOHNSON of Texas. That is exactly correct.

The PRESIDING OFFICER. The time of the Senator has expired.

Mr. JOHNSON of Texas. I yield myself 3 additional minutes.

Mr. PASTORE. Another fact that we must not forget is that not everyone working for a Senator is an administrative assistant. We have a great many people below that level.

Mr. JOHNSON of Texas. If we take all the increases that could be given according to the bill before us and apply them to all the administrative assistants, all 100 of them, out of the 2,400,000 employees, less than \$120,000 out of a total of \$700 million would be paid out. This is a red herring. It is nothing more than an attempt calculated to beat the bill. If we load the bill down with amendments, we will say, "I am in favor of giving a raise to the postal employees and to the classified employees, but not to the legislative employees." If we add such an amendment and it goes to the House and it gets to conference, we will wind up without any bill.

Mr. LONG of Louisiana. Mr. President, will the Senator yield?

Mr. JOHNSON of Texas. I yield.

Mr. LONG of Louisiana. Perhaps it is not popular to raise the pay of someone

who is making more than \$10,000. I can testify to the fact that I have had two administrative assistants leave me. I believe that they are now making at least twice as much as they could make working for me. It has been my impression that if we have a good administrative assistant he is very much underpaid. My guess is that even a Senator could get more pay, that it would be impossible to hire a Senator for \$22,500. At the same time an administrative assistant does not get the recognition that he deserves in his State. Many times an administrative assistant works just as hard and just as long as a Senator, and in some cases I should imagine he performs greater service for his constituents back in his State.

Mr. LAUSCHE. Mr. President, will the Senator yield?

Mr. JOHNSON of Texas. I yield.

The PRESIDING OFFICER. The time of the Senator has expired.

Mr. JOHNSON of Texas. I yield myself an additional 3 minutes.

Mr. LAUSCHE. The argument made by the Senators from Oklahoma, Rhode Island, and Texas completely overlook the fact that the Senator from Louisiana [Mr. ELLENDER] has already stated that the increase of 7½ percent, in his opinion, should not be applied to the high salaried officials in the Pentagon or in the offices of Senators.

Mr. JOHNSON of Texas. I understand his viewpoint.

Mr. LAUSCHE. He stated that he proposed to offer an amendment on that subject. I contemplate supporting him on that subsequent amendment.

Mr. JOHNSON of Texas. That is one of the reasons I believe we are second in space to the Soviet Union, and in many other technological fields, because people come up and say, "I won't vote for higher salaries."

Mr. President, we have scientists working for the Government who could get three times their salary in private industry. Does anyone think that Wernher von Braun is not worth more than the salary he works for. He must subsist. He must get along. He does not have a high salary, but his salary is high in terms of \$10,000.

The other day we had a request from a department to give them an additional authorization so that the Government will not lose some of the best men it has in the scientific fields.

Mr. PASTORE. Mr. President, will the Senator yield?

Mr. JOHNSON of Texas. I yield.

Mr. PASTORE. In view of the explanation made by the distinguished Senator from Ohio [Mr. LAUSCHE], I want the position of the junior Senator from Rhode Island to be made quite clear on the record. I still disagree in all aspects with the reasoning and logic of the Senator from Ohio and the senior Senator from Louisiana.

Mr. LAUSCHE. Mr. President, will the Senator yield?

Mr. JOHNSON of Texas. I yield.

The PRESIDING OFFICER. The time of the Senator has expired.

Mr. JOHNSON of Texas. I yield myself an additional 3 minutes.

Mr. LAUSCHE. There is not a State in the Union that is not concerned about the pirating by the Federal Government of State employees. Ohio employees are in an exodus from the payrolls of Ohio to the payrolls of the Federal Government. May I say—

Mr. JOHNSON of Texas. Mr. President—

Mr. LAUSCHE. May I say—

Mr. JOHNSON of Texas. I yielded to the Senator for a question.

Mr. ELLENDER. I will be happy to yield some time to the Senator from Ohio.

Mr. JOHNSON of Texas. I have the floor.

Mr. LAUSCHE. On the matter of casting a vote in the Senate, to gain a few popular votes, the Senator from Texas made an implication that those who are supporting the Senator from Louisiana are doing it to gain votes. I say to the Senator from Texas that the easy course to follow is to dig deep into the Treasury of the Federal Government and hand out the money. There are many persons in the galleries who have frowns on their faces because some of us oppose this proposal.

Mr. JOHNSON of Texas. I do not know who is in the gallery. I know that some of them who are there sometimes have an appeal and sometimes their interest is calculated to influence. I do not know what the situation is in the Senator's State. I am much more concerned with the pirating that industry is doing of scientific employees of the Federal Government—and of some legislative employees, too—than I am of any pirating that the Federal Government does on the State level. I live in the capital of my State. We are still functioning there. The people are satisfied, so far as I know. We have had no complaints from the Governor or the Attorney General about being called to Washington. We have a good relationship down there. I was down there last week. We get along very well together. As far as I know, there is no problem. I do hear complaints about industry coming in and taking some of our best scientists and our best administrative employees out of the Government.

We are talking about \$700 million. Some Senators say, "Let us not do it for the few people who work for the Senate as administrative assistants." That amounts to \$100,000 out of \$700 million. If we add this amendment to the bill, we will endanger the whole bill. Besides that, I believe we would do an extreme disservice to the country and an extreme injustice to the people.

SEVERAL SENATORS. Vote! Vote!

Mr. JOHNSON of Texas. Mr. President, I yield back the balance of my time.

The PRESIDING OFFICER. Does the Senator from Louisiana yield back the balance of his time?

Mr. ELLENDER. Mr. President, I ask for the yeas and nays on my amendment.

The yeas and nays were not ordered.

Mr. CASE of South Dakota. Mr. President, I have a perfecting amendment.

The PRESIDING OFFICER. Does the Senator from Louisiana yield back the remainder of his time?

Mr. JOHNSON of Texas. Let us see if we cannot get the yeas and nays. Mr. President, I again request the yeas and nays.

The yeas and nays were ordered.

Mr. ELLENDER. I yield back the remainder of my time.

Mr. CASE of South Dakota. Mr. President, I have a perfecting amendment, which I send to the desk.

The PRESIDING OFFICER. The clerk will state the amendment.

The LEGISLATIVE CLERK. On pages 17 and 18, in subsection (b) wherever the word "Senator" appears, insert the words "or Representative."

Mr. CASE of South Dakota. Mr. President, I invite the attention of Senators who have been working with the bill to what I am here proposing. I invite comment as to whether it is applicable or not. As I examine the bill, it seems to me that subsection (b), which begins at line 19, page 17, provides that the increase shall not apply if the Senator notifies the disbursing office, in writing, that he does not wish it to apply to a particular employee. But I have not been able to find anywhere in the bill indicating that a Representative has a similar privilege. It seems to me that in that sense the bill is uneven and discriminatory.

Mr. JOHNSTON of South Carolina. Mr. President, will the Senator from South Dakota yield?

Mr. CASE of South Dakota. I yield.

Mr. JOHNSTON of South Carolina. The bill came from the House. The language is similar to that which is in every bill which the House passes with respect to pay. The House likes to handle its affairs in its own way; and the Senate acts on its affairs in its own way. That is according to past history. So the language of this bill has been prepared according to that policy. It leaves the matter to the discretion of each Senator. In the House the practice is different.

Mr. CASE of South Dakota. I recognize that it is customary for each House to operate for itself. I have offered the amendment to point out that the language of this paragraph would establish a mandatory increase for the staff employees of the House of Representatives, as I see it; but with the Senate, the increase would not be a mandatory.

I accept the interpretation which has been placed upon paragraph (b) that the basic compensation of senatorial employees—that is, employees in the offices of the Senate—would be automatically adjusted downward, to keep them where they are, unless a Senator notifies the disbursing office, in writing, that he wants his employees to have the benefit of the bill. That is the point I think the Senator from Texas was debating a while ago. It takes a rather close reading of paragraph (b), but I think it is correct to say that the bill automatically adjusts downward the basic compensation of employees in the offices of the Senate, so that they will not get the benefit of this increase un-

less the Senator indicates to the disbursing office, in writing, that he wants them to get the increase.

Mr. JOHNSON of Texas. The Senator is correct. Mr. Brenkworth confirmed that interpretation.

Mr. CASE of South Dakota. That understanding is confirmed both by the chairman of the committee which reported the bill and by the distinguished majority leader.

Mr. JOHNSTON of South Carolina. That is true.

Mr. CASE of South Dakota. But I have not found any provision in the bill which permits that to be done in the House of Representatives.

Mr. JOHNSON of Texas. There is none. The House handles these matters in its own way.

Mr. CASE of South Dakota. In the House, therefore, the increase would be mandatory for every employee. I suggest that that establishes some discrimination. The bill then provides that employees in the offices of Representatives will get a 7½-percent increase. The employees in the offices of Senators will not get the increase unless Senators individually, as to their employees, indicate that they want them to get the increase. Certainly that is discriminatory. I think we should treat our employees evenhandedly. I think Senators' employees should not be treated differently from employees of the Members of the House of Representatives.

Mr. JOHNSON of Texas. Mr. President, will the Senator yield?

Mr. CASE of South Dakota. I yield.

Mr. JOHNSON of Texas. I agree with the Senator. The Senator is correct in his understanding that there is a difference. The House chooses to operate in that way. There are many differences in the operating arrangements of the two bodies.

As the Senator knows, the House refused to employ administrative assistants, following the passage of the Reorganization Act, which was introduced by the Senator from Oklahoma [Mr. MONROE] and the late Senator from Wisconsin, Mr. La Follette, authored. The House did not choose to have the high-level personnel which the Senators have. Theirs is a different situation.

In this instance, the House has chosen to pass the bill as the Senator has it before him. Although I would much prefer to have the same provision apply to both Houses, I think the comity which exists between the two bodies, and the understanding we have always had, is desirable. Accordingly, the Senate does not touch the provisions relating to the House of Representatives. If the Senate does not have enough to do without handling the affairs of the House of Representatives, then the Senate is underworked.

The situation throughout the years has been that the House of Representatives handles its own business, and the Senate handles its own.

The pay of the Senate Parliamentarians is different from the pay of the House Parliamentarians. Some of the employees of the House get more than the

comparable employees of the Senate. Some are given increases by statute, while ours are not.

In each instance, the leadership has felt that it was better to leave such matters up to the membership of the other body. The vote in the other body on this bill was, as I recall, something like 8 or 9 or 10 to 1.

I dislike in the concluding days of this session to have the Senate adopt an amendment affecting the House. It would be something we have never done before. If we did, I think perhaps the House simply would not receive it and would send it back to us.

Mr. CASE of South Dakota. I am fully aware of the logic and historical traditions by which each body legislates for itself. However, I am glad to have the confirmation of the Senator from Texas of the fact that there is a difference in the treatment which is accorded the employees of Senators and Representatives.

Mr. JOHNSON of Texas. There always has been.

Mr. CASE of South Dakota. There are two ways to handle the matter: Either to include the words "or Representative" after "Senator," or to strike subparagraph (b) from the bill.

The Senator from Louisiana [Mr. ELLENDER] has proposed to strike the entire section from the bill. I offered my amendment as a perfecting amendment so that it could be considered before the Senate votes upon the amendment offered by the Senator from Louisiana. If it is not desired to act in that way, and if the amendment of the Senator from Louisiana should not be accepted, then the other way to proceed would be to strike subparagraph (b) from the bill, so that Senators will not be in the onerous position of having individually to determine whether the blanket pay increase which would be given to the employees in a Representative's office shall not extend to the employees in a Senator's office.

I have thought that the logical thing to do, under the motivations which produced paragraph (b) of the bill, is to give the Senate an opportunity to avoid discriminatory action by including the words "or Representative." If that is not desired, then the entire paragraph should be stricken from the bill, so that Senators will not be called upon to pick and choose, if Representatives are not going to pick and choose.

I hope the amendment will be agreed to.

The PRESIDING OFFICER. The question is on agreeing to the amendment offered by the Senator from South Dakota.

The amendment was rejected.

Mr. CASE of South Dakota. Mr. President, a parliamentary inquiry.

The PRESIDING OFFICER. The Senator from South Dakota will state it.

Mr. CASE of South Dakota. Would it also be considered a perfecting amendment if I were to move to strike paragraph (b) from section 117?

The PRESIDING OFFICER. The Senator could move to strike that section.

Mr. CASE of South Dakota. I move that subparagraph (b) of section 117, beginning on line 19, page 17, and continuing through line 7, on page 18, be stricken.

The PRESIDING OFFICER. The question is on agreeing to the amendment of the Senator from South Dakota.

Mr. CASE of South Dakota. Mr. President, I should like to discuss the amendment for a moment. I invite the attention of the Senator from Louisiana [Mr. ELLENDER] to the situation which now exists.

If the entire section 117, relating to employees in the legislative branch, remains in the bill undisturbed, then we will have a situation in which the employees in the office of a Representative will get an automatic pay increase of 7½ percent. The employees in the office of a Senator will not get such an increase unless the Senator notifies the disbursing office, in writing, that he wishes his employees to get the increase—and, presumably, which employees in his office he wishes to receive the increase.

If the employees in a Representative's office are to get the increase automatically, as the employees in the other branches of the Government will get it, why should we not strike paragraph (b) of section 117, so that the employees in senatorial offices will be treated just as fairly as and on all fours with the employees in the offices of Representatives? If the employees in the offices of Representatives are to get the increase automatically and uniformly, why should not the employees in the offices of Senators get the increase automatically and uniformly?

Mr. JOHNSON of Texas. Mr. President, will the Senator from South Dakota yield?

The PRESIDING OFFICER (Mr. BYRD of West Virginia in the chair). Does the Senator from South Dakota yield to the Senator from Texas?

Mr. CASE of South Dakota. I yield.

Mr. JOHNSON of Texas. I will tell the Senator why. It is because the House of Representatives, which regulates its own business, does not choose to have its employees dealt with in this way.

Mr. CASE of South Dakota. But I am not proposing that the Senate legislate for the House of Representatives employees. I am proposing that the Senate legislate for the Senate employees.

If the House decides that the employees of the House of Representatives are to receive an automatic pay increase, are we to say to the employees in the senatorial offices, "You will not get an automatic pay increase. Your Senator must go to the disbursing office and must notify it in writing which of his employees is to receive an increase, and how much."

Mr. JOHNSON of Texas. Mr. President, will the Senator from South Dakota yield further to me?

Mr. CASE of South Dakota. I yield.

Mr. JOHNSON of Texas. I say we should vote to proceed in the way recommended by our committee, because I think a considerable number of Sena-

tors do not want their employees to receive an automatic pay increase of 5 percent or 6 percent or 7 percent; instead, those Senators want to be the judge of what their employees shall receive.

In the House of Representatives the situation is different. I propose that each body make the decision for itself.

Mr. CASE of South Dakota. Very well; and I am proposing that the Senate make the decision as to whether it wants the Senate employees not to receive an increase which the House of Representatives employees will automatically receive.

Mr. JOHNSON of Texas. The House has decided this question for itself; but I do not want any Senator to be forced to increase the pay of his employees 6 percent or 7 percent, if, in his judgment, he does not want that done.

Mr. CASE of South Dakota. But the employees of the House of Representatives should not automatically receive benefits which the employees of the Senate will not automatically receive.

Mr. ALLOTT. Mr. President, will the Senator from South Dakota yield, to permit me to propound a parliamentary inquiry?

Mr. CASE of South Dakota. I yield.

Mr. ALLOTT. Mr. President, I rise to a parliamentary inquiry.

The PRESIDING OFFICER. The Senator from Colorado will state it.

Mr. ALLOTT. I wish to ask whether an amendment which I have in mind will properly lie to the amendment of the Senator from South Dakota.

The PRESIDING OFFICER. Will the Senator from Colorado state the nature of the amendment he has in mind?

Mr. ALLOTT. I shall discuss the amendment in just a moment. On page 18, in line 3, I propose to strike out the word "not."

The effect of the amendment—and I hope the amendment will solve part of the difficulties which are bothering the Senator from South Dakota—will be simply that the pay raises will not be applicable until the individual Senator notifies the disbursing office, in writing, that he does wish such provisions to apply to such employees. In other words, the amendment takes off the burden, and reverses the situation.

I hope that my friend, the Senator from South Dakota, will see fit to accept this amendment.

The PRESIDING OFFICER. The amendment submitted by the Senator from South Dakota must first be acted upon, before the amendment of the Senator from Colorado can be acted upon.

Mr. CASE of South Dakota. Mr. President, I think the issue is clearly before the Senate; so I have nothing further to say. This issue is merely whether Senators want the bill, as passed, to discriminate in favor of employees in the offices of Members of the House of Representatives, and against employees in the offices of Senators.

The PRESIDING OFFICER. The question is on agreeing to the amendment of the Senator from South Dakota.

Mr. JOHNSON of Texas. Mr. President, I wish to make a brief statement:

2,400,000 persons are affected by this bill; and at the moment we are talking about a relatively small number of these Government employees.

I have checked with the House of Representatives office, and it makes this statement:

The Senate has traditionally followed the practice of requiring affirmative action in order to give the increase to its employees. The House has always done it the other way; the House employees get it unless action is taken to take it away from them.

That has been true of every increase that has been made through the years. The House has traditionally proceeded in the other way—making the increase automatic. The House employees receive the increase automatically, unless action is taken to prevent them from receiving it.

I hope that in dealing with an item which affects so few people relatively we shall not take action which will necessitate sending the bill to conference.

Mr. President, I yield back the remainder of the time available to me.

Mr. CASE of South Dakota. Mr. President, I wish to say a further word.

Mr. JOHNSON of Texas. Then, Mr. President, I reserve the remainder of the time available to me. I had thought the Senator from South Dakota had yielded back the remainder of the time available to him.

Mr. CASE of South Dakota. Mr. President, the Senator from Texas has been making the point that each House should legislate for itself. But now he has taken the position that not one amendment should be written into the bill by the Senate, but that the bill should be passed by the Senate in exactly the same form as that in which the bill came to us from the House of Representatives, so that the bill will not have to go to conference. That is a denial of the right of the Senate to have any part in this legislation. If no amendment is to be made by the Senate to the bill, then we let the House of Representatives write the legislation.

Mr. JOHNSON of Texas. Mr. President, will the Senator from South Dakota yield?

Mr. CASE of South Dakota. I yield.

Mr. JOHNSON of Texas. The Senate committee reported the bill in this form.

Mr. CASE of South Dakota. Yes, but under the same strictures which the majority leader now wishes to lay down for the Senate—namely, that we take the bill just as it is, and do not amend the bill and have it go to conference. If that is permitting the Senate to write its own ticket, I do not so understand it.

Mr. President, I ask for a vote on my amendment.

The PRESIDING OFFICER. The question is on agreeing to the amendment of the Senator from South Dakota.

The amendment was rejected.

The PRESIDING OFFICER. The question now is on agreeing to the amendment of the Senator from Louisiana [Mr. ELLENDER].

On this question, the yeas and nays have been ordered; and the clerk will call the roll.

The legislative clerk called the roll.

Mr. MANSFIELD. I announce that the Senator from Colorado [Mr. CARROLL], the Senator from Georgia [Mr. RUSSELL], the Senator from Mississippi [Mr. STENNIS], the Senator from Texas [Mr. YARBOROUGH], and the Senator from California [Mr. ENGLE] are absent on official business.

I also announce that the Senator from Missouri [Mr. HENNINGS], and the Senator from Arkansas [Mr. FULBRIGHT] are absent because of illness.

I further announce that the Senator from Tennessee [Mr. KEFAUVER], the Senator from Massachusetts [Mr. KENNEDY], the Senator from Michigan [Mr. McNAMARA], the Senator from Oregon [Mr. MORSE], and the Senator from Wyoming [Mr. O'MAHONEY] are necessarily absent.

I further announce that, if present and voting, the Senator from Colorado [Mr. CARROLL], the Senator from Missouri [Mr. HENNINGS], the Senator from Tennessee [Mr. KEFAUVER], the Senator from Massachusetts [Mr. KENNEDY], the Senator from Michigan [Mr. McNAMARA], the Senator from Oregon [Mr. MORSE], the Senator from Mississippi [Mr. STENNIS], the Senator from Texas [Mr. YARBOROUGH], and the Senator from California [Mr. ENGLE] would each vote "nay."

Mr. KUCHEL. I announce that the Senator from Maryland [Mr. BUTLER] is absent because of illness.

The Senator from Indiana [Mr. CAPEHART] is absent by leave of the Senate.

The Senator from New Hampshire [Mr. COTTON] and the Senator from Nebraska [Mr. HRUSKA] are necessarily absent.

The Senator from South Dakota [Mr. MUNDT] and the Senator from Kansas [Mr. SCHOEPEL] are absent on official business. If present and voting, the Senator from Nebraska [Mr. HRUSKA], and the Senator from Kansas [Mr. SCHOEPEL] would each vote "yea."

The result was announced—yeas 19, nays 63, as follows:

[No. 224]

YEAS—19

Anderson	Hayden	Saltonstall
Bennett	Lausche	Talmadge
Bush	Lusk	Thurmond
Byrd, Va.	McClellan	Williams, Del.
Curtis	Mansfield	Young, Ohio
Ellender	Prouty	
Gore	Robertson	

NAYS—63

Aiken	Ervin	Long, La.
Allott	Fong	McCarthy
Bartlett	Frear	McGee
Beall	Goldwater	Magnuson
Bible	Green	Martin
Bridges	Gruening	Monroney
Brunsdale	Hart	Morton
Byrd, W. Va.	Hartke	Moss
Cannon	Hickenlooper	Murray
Carlson	Hill	Muskie
Case, N.J.	Holland	Pastore
Case, S. Dak.	Humphrey	Proxmire
Chavez	Jackson	Randolph
Church	Javits	Scott
Clark	Johnson, Tex.	Smathers
Cooper	Johnston, S.C.	Smith
Dirksen	Jordan	Sparkman
Dodd	Keating	Symington
Douglas	Kerr	Wiley
Dworshak	Kuchel	Williams, N.J.
Eastland	Long, Hawaii	Young, N. Dak.

NOT VOTING—18

Butler	Hennings	Mundt
Capehart	Hruska	O'Mahoney
Carroll	Kefauver	Russell
Cotton	Kennedy	Schoeppel
Engle	McNamara	Stennis
Fulbright	Morse	Yarborough

So Mr. ELLENDER's amendment was rejected.

The PRESIDING OFFICER. The bill is open to further amendment.

Mr. ELLENDER. Mr. President, I send to the desk an amendment and ask to have it stated, and I ask for the yeas and nays.

The PRESIDING OFFICER. The clerk will first state the amendment.

The LEGISLATIVE CLERK. On page 20, between lines 16 and 17, it is proposed to insert the following new section:

LIMITATION ON INCREASES

SEC. 123. Notwithstanding any other provision of this Act or of any amendment made by this Act, no such provision shall—

(1) provide or authorize an increase in any rate of basic compensation or gross compensation (basic compensation plus additional compensation authorized by law) if such rate, computed without regard to such provision, is \$10,000 or more per annum, or

(2) provide or authorize an increase in any rate of basic or gross compensation to an amount in excess of \$10,000 per annum if such rate, computed without regard to such provision, is less than \$10,000 per annum.

Mr. ELLENDER. Mr. President, I renew my request for the yeas and nays.

The yeas and nays were not ordered.

Mr. ELLENDER. Mr. President, I suggest the absence of a quorum.

Mr. JOHNSON of Texas. Mr. President, a parliamentary inquiry.

The PRESIDING OFFICER. The Senator will state it.

Mr. JOHNSON of Texas. What time will be used for the call of the roll?

The PRESIDING OFFICER. Does the Senator from Louisiana request that the time not be charged to either side?

Mr. ELLENDER. Mr. President, I ask unanimous consent that the time for the call of the roll not be charged to either side.

The PRESIDING OFFICER. Is there objection to the request of the Senator from Louisiana? The Chair hears none, and it is so ordered.

Mr. ELLENDER. Mr. President, I suggest the absence of a quorum.

The PRESIDING OFFICER. The clerk will call the roll.

The legislative clerk proceeded to call the roll.

Mr. ELLENDER. Mr. President, I ask unanimous consent that further proceedings under the quorum call be dispensed with.

The PRESIDING OFFICER. Without objection, it is so ordered.

Mr. ELLENDER. Mr. President, I renew my request. I ask for the yeas and nays on the amendment.

The yeas and nays were ordered.

Mr. ELLENDER. Mr. President, this is a very simple amendment. All it seeks to do is to confine the 7.5 percent across the board pay increase provided in the pending bill to persons making less than \$10,000 per year. Under my amendment, an employee receiving \$10,-

000 per annum or more would receive no pay increase, and, as to persons presently receiving less than \$10,000 per year, in no case could their compensation be increased under the authority of the pending bill, to more than \$10,000 per year.

I do not enjoy offering amendments of this kind to proposed pay legislation, but I feel compelled to do so because I am firmly convinced that if the inflationary spiral is to be stopped, if burgeoning Federal expenditures are to be reduced, it is up to the Federal Government to set the example.

There is doubtless a strong case to be made for a pay increase for persons in the lower income brackets, but I do not believe that persons presently earning \$10,000 per year or more, which is a substantial amount of money, need a pay increase to the extent that the lower paid Federal workers do.

Actually, Mr. President, it could perhaps be argued that a pay raise of the magnitude provided in the pending bill might be somewhat excessive, even as to the lower income brackets. According to my information, the cost of living, as measured by the Consumer Price Index, has increased by only 2 percent, since the last Federal pay raise in 1958.

A more limited study of the Consumer Price Index, embracing only housing, apparel, transportation, medical care, personal care, reading, and recreation, indicates that there has been an average net increase in prices for these items of only 3 percent during the same period of time.

Now I am not unaware of the fact that individuals employed in the private sector of our economy have received substantial wage increases since 1958, but I return to the basic premise, that despite such increases it is up to the Federal Government to lead the way in holding down the cost of living, in holding down Government expenditures.

We cannot afford to follow blindly in the footsteps of other segments of our economy, and, in effect, participate in an effort which is bound to further increase the cost of living. I am also compelled to inform Senators that despite the fact that average hourly earnings in manufacturing and similar industries have increased only an average amount of 6.4 percent since 1958, the pending bill would provide a 7.5-percent increase for Federal employees. Thus, Mr. President, even assuming that the Federal Government should go forward and "follow the leader" in raising wages, the average hourly earnings in other segments of our economy has increased by only some 6.4 percent, compared with the 7.5-percent increase provided under the pending bill.

Mr. President, I ask unanimous consent that the tables showing the Consumer Price Index for all articles, the Consumer Price Index for selected items, and the average hourly earnings, excluding overtime, for selected industries, be printed at this point in my remarks.

There being no objection, the tables were ordered to be printed in the Record, as follows:

Consumer Price Index, all items

	[1947-49=100]	
March 1958.....	123.3	
March 1960.....	125.7	
Net change.....	+2.4	
Change, +2 percent (rounded).		

Consumer Price Index, selected items

	1958 average	March 1960	Percent change
Housing.....	127.7	131.3	+2.8
Apparel.....	107.0	108.8	+1.7
Transportation.....	140.5	146.5	+4.3
Medical care.....	144.6	155.0	+7.8
Personal care.....	128.6	132.7	+3.2
Reading and recreation.....	116.7	120.9	+3.6
Food.....	120.3	117.7	-2.2
Average increase.....			+3.0

Average hourly earnings (excluding overtime)

[Selected industries]

	1958 average	February 1960	Percent change
Manufacturing (all)....	\$2.08	\$2.22	+6.7
Banks.....	1.78	1.87	+5.0
Hotels.....	1.13	1.20	+6.2
Telephone.....	2.05	2.22	+8.3
Telegraph.....	2.17	2.27	+4.6
Gas and electric utilities.....	2.46	2.65	+7.6
Chemical industry.....	2.31	2.46	+6.4
Textiles.....	1.51	1.60	+5.9
Primary metals (including steel).....	2.65	2.86	+7.9
Average increase.....			+6.4

Mr. ELLENDER. Mr. President, I also tell Senators that, according to the best information I have been able to obtain, the adoption of my amendment, which, as I have said, would limit the pay raise provided in the bill to the lower paid employees of the Federal Government, would result in savings aggregating at least some \$48 million. The latest available figures on Federal employment which I have obtained from the Civil Service Commission, show that there are 55,971 civil service employees earning more than \$10,000, out of a total 962,264,000 employees. These \$10,000 per year and over employees—and I am referring to civil service employees only—were receiving as of June 30, 1958, aggregate pay totaling \$639,101,065. Applying a 7.5 percent to this amount, it is easy to see that the saving as to civil service employees alone, would be \$47,932,579 per year.

I also have before me a table headed "Employees by pay group, all areas, June 30, 1959," indicating that of all Federal employees—classified, wage board, postal field service, and others—only 71,993 receive salaries in excess of \$10,000 per year. Thus, it becomes obvious that the amount I propose will not affect the rank and file of our Federal workers, but will apply only to a little more than 3 percent of our total Federal payroll, in terms of number of employees, while at the same time, saving an amount in excess of \$48 million per year.

I do hope, Mr. President, that my amendment will be adopted. I do not mean to say that persons presently earning \$10,000 per year are overpaid. That is not the point at all. The fact is, as I have already tried to point out, the Federal Government owes to our peo-

ple a major responsibility in curbing inflation, and in halting the ever rising cost of Government.

It strikes me that this is a particularly appropriate time for the Congress to fulfill its responsibilities in this area. Under my amendment, a step forward in this regard would be taken, without as I have indicated, working any injury upon the great majority of our Federal employees.

As I previously stated, I wish to be in a position to vote for a pay increase for those who need it. As I pointed out previously, the bill is dubbed a bill to increase the pay of postal employees. Every telegram I have received in the past 24 hours refers to the bill as a postal pay raise bill, when, as a matter of fact, it affects practically every classified employee, many of whom, as I have said, are today receiving salaries that are fair and just. My fear is that by overloading this pay increase bill, by increasing the salaries of people who are now receiving sufficient salary, we may prevent the bill from becoming law.

Mr. President, I yield 10 minutes to my distinguished friend from Georgia.

Mr. TALMADGE. Mr. President, I thank the able and distinguished Senator from Louisiana for yielding to me. I commend him for the amendment he has offered. As a matter of fact, I had prepared an identical amendment which I had planned to offer myself.

I have great sympathy for the hundreds of thousands of employees of the Government who live on nominal and sometimes little more than subsistence salaries. I am ready and willing to lend my voice and my vote to improve their lot. But, in considering raising the pay of Government employees, I also have equal sympathy for the millions of Americans outside the employment of the Federal Government who are burdened with oppressive taxation.

During the past 31 years we have succeeded in balancing our budget only five times. During that same period of time the value of our dollar has eroded to slightly less than 47 cents. Although I have had the privilege of serving in the Senate for less than 4 years, during that time we have acted or soon will act on four different bills to raise the ceiling on the national debt.

We have been guilty of nothing less than complete and abject fiscal irresponsibility.

At a time when the Nation is having difficulty selling its bonds we in the Senate find ourselves considering a bill which would raise the pay of virtually every civil employee in the United States, regardless of his present level of income.

How can we justify raising the salaries of employees who are receiving \$10,000 to \$19,000 a year when we have not balanced our budget and the value of our dollar is steadily declining. We seem to have gotten caught in a vicious cycle of having to raise the salaries of employees whose incomes have not kept pace with the inflation created by irresponsible Federal spending.

As has the distinguished Senator from Louisiana, I, too, have tried to get some facts on this matter. My time was

limited as I prepared my amendment only this morning. But I found that of the 535,000 postal employees, only 1,141 earn in excess of \$10,000 a year. Thus the proposed amendment would affect them virtually not at all.

This bill is intended to aid the people who work for the Government of the United States to meet their obligations, a purpose in which I concur. However, I do not think that we should haphazardly pass legislation affecting virtually every employee of our Government, regardless of his salary, when we cannot even balance our budget.

The figures I obtained on the saving which would be accomplished under the amendment offered by the distinguished Senator from Louisiana vary somewhat from the figures given by the Senator from Louisiana, but they are along the same line.

The staff of the committee informs me that if the amendment is adopted, it will save \$35 million a year. I arrived at a little different result on the basis of the information I received from the Bureau of the Budget. That agency reported the savings as \$56 million a year. The Senator from Louisiana [Mr. ELLENDER] received figures from the Civil Service Commission which put the amount in the vicinity of \$48 million a year.

I do not think this Senate ought to raise the salaries of the people in the highest pay brackets in the Government at the expense of placing an even greater burden on our children and on our grandchildren yet unborn.

I hope that the amendment of the Senator from Louisiana will be adopted.

Mr. JOHNSTON of South Carolina. Mr. President, I call to the attention of the Senate what the Cordiner report had to say in regard to some of the salaries that would be affected by the amendment:

In the top-level civilian employee field, the Department of Defense is in direct competition with industry for scarce skills. Industry is free to offer greater economic incentives. As a result, the Department is suffering alarming losses of established career civilians—engineers, scientists, and managers.

We hear a good many people talking about our inability to retain skilled workers, but if the amendment passes, it will only serve to keep more people from remaining with us in the different scientific fields. The Cordiner report says further:

To be precise turnover is increasing. The ratio of losses of top scientists and engineers in 1956 was four times that of 1951.

Quality is decreasing. Supervisors indicate that their best people are leaving and that the replacements don't measure up to those who have left.

Many positions remain unfilled. In June 1956, one out of every five electronic, mechanical and aeronautical engineering positions was vacant. Similar shortages exist in other occupations. The situation grows steadily worse.

The excerpts I have read are from what is known as the Cordiner report.

I hope the Senate will not agree to the amendment. I call to the attention of the Senate again the fact that Senators might just as well vote against the bill as to amend it and send it to conference.

Mr. ELLENDER. I yield 5 minutes to the distinguished Senator from Idaho.

Mr. CHURCH. Mr. President, I rise to explain briefly the reasons why I support the amendment offered by the Senator from Louisiana. I must say at the outset that normally I would oppose the amendment, because it is not my feeling that those who occupy high policy-making positions in the Government are overpaid. If I felt that a case had been made out by which I could, in good conscience, justify the 7½-percent increase proposed in the bill for all Civil Service employees, then I would wish to see the same increase given to the employees in the highest brackets as well as those in the middle or lower brackets.

Because I feel that no case has been made to warrant a 7½-percent increase for civil service employees generally, I must support any amendment which will tend to temper the cost which is encompassed in the proposed legislation. The cost, as the Senate well knows, is three-quarters of a billion dollars, permanently added to the Federal budget, and to the burden of the taxpayers.

Mr. JOHNSON of Texas. Mr. President, will the Senator yield?

Mr. CHURCH. I am glad to yield.

Mr. JOHNSON of Texas. How much is involved in the pending amendment?

Mr. CHURCH. The pending amendment would effect a saving of anywhere from \$35 million to \$55 million a year, depending upon the source of the figures. There seems to be some divergence with regard to the estimates made by the Civil Service Commission, by the Bureau of the Budget, and by the staff of our own committee. However, whichever figure is taken, be it \$35 million or \$55 million, it is a significant figure. I feel that it justifies support of the amendment.

Mr. JOHNSON of Texas. How many people are affected?

Mr. CHURCH. I am sorry I do not know the answer. Perhaps the Senator from Louisiana knows the answer.

Mr. ELLENDER. Fifty-five thousand.

Mr. CHURCH. Fifty-five thousand people would be affected. That would be the total number of people on the Federal payroll whose salaries are now above \$10,000.

Mr. JOHNSON of Texas. Does the Senator realize that most of our technological and scientific people are in that group?

Mr. CHURCH. Yes. If I felt that a 7½-percent increase were warranted, I would want it to go to those in the higher brackets, as well as to the middle and lower brackets.

Mr. JOHNSON of Texas. Coming from the State that the Senator does, with the great interest he has in the problem, he knows of the difficulty we have of holding technological people in our employ, the people who fall into this group, particularly because industry is hiring them away from government all the time.

Mr. CHURCH. I am trying to keep this matter in perspective. The total cost of the bill is very large indeed. To justify favorable action on the bill as a whole, upon the ground of what it might do for these highly trained peo-

ple and specialists, seems to me not to be sound. After all, we have a big package. We have to consider the impact of all of it on the cost of government.

Mr. JOHNSON of Texas. Mr. President, will the Senator yield further?

Mr. CHURCH. I yield.

Mr. JOHNSON of Texas. I could appreciate the Senator's position on an amendment separating the postal employees from the other employees, if he wished to raise only the postal employees. However, that is not this amendment. This amendment says, "We will give everybody a raise except to the people we need the most, the people who are being grabbed away from the Government." It seems to me that the Senator would do that to save \$35 million in the hectic period when bombs are raining on Quemoy. It is a poor way to try to take \$35 million from people we are looking for to help maintain freedom in the world.

Mr. CHURCH. I do not believe that the committee reports contain data upon which we can draw, with any degree of assurance, what the Government's difficulties are, with respect to procuring these highly skilled people.

The PRESIDING OFFICER. The time of the Senator has expired.

Mr. JOHNSON of Texas. I yield 3 additional minutes to the Senator from Idaho.

Mr. CHURCH. We do not know what the difficulties are with respect to procuring these specialists, or what adjustments should be made in their wages. I do feel that if this 7½-percent increase is not warranted generally for the Civil Service employees, then let us take such steps to modify the bill as the majority will support. It seems to me that the amendment of the Senator from Louisiana at least has this force to it. It will confine the increase to those who are most likely to be in need of it, because their salaries are in the lower brackets. It will effect an overall saving of between \$35 million and \$55 million.

Until a better case is documented, showing, to my satisfaction, that adjustments in the higher brackets are necessary in order to maintain, attract, and hold, scientists and technicians, who now receive anywhere from \$16,000 to \$19,700 a year, I believe that I am justified in supporting the amendment.

Mr. PASTORE. Mr. President, will the Senator yield?

Mr. CHURCH. I am on limited time, but I am glad to yield to the Senator from Rhode Island.

Mr. PASTORE. Why does the Senator assume that a single girl earning \$4,000 a year is in more need than a married man with five children earning \$11,000?

Mr. JOHNSON of Texas. Are we not concerned with families as well as individuals?

Mr. CHURCH. We can choose convenient examples, of course. I am concerned about those who work for the Government with families, whether they are earning \$11,000 or \$7,000 or \$5,000.

Mr. PASTORE. Precisely.

Mr. CHURCH. Those in the lower brackets who have families are faced

with the rising cost of living. They are the ones who are most in need of such increases as we may choose to give. I therefore feel, that if we are going to have a 7½-percent increase, let us at least confine that increase to those who are most in need of it. It seems to me that those who are making less than \$10,000 are the ones most in need.

Mr. PASTORE. Is not the Senator arguing and is not his logic taking this form, that we can afford to give this pay increase, provided it costs \$35 million, but not if it costs \$800 million?

Mr. CHURCH. No, indeed I am not. This amendment would save \$35 million. I am about to offer an amendment to the bill which will confine the increase to postal workers, because I believe a legitimate case has been made to warrant an increase for these workers. That will exclude the \$500 million in the bill that would go to the classified civil service employees, because I think no case has been made out to warrant an increase of this size for these employees. This would save money which could better be spent for the critical needs of the country. I am therefore supporting the Senator from Louisiana, and I will later offer an amendment which will not effect a savings of only \$35 million or \$55 million, but will effect a saving of a half a billion dollars.

The PRESIDING OFFICER. The time of the Senator has expired.

Mr. JOHNSON of Texas. I yield 1 additional minute to the Senator from Idaho.

Mr. CHURCH. I wish to observe that I can understand the logic of the Senator's position on his overall amendment, but I submit that it is not so much a question of the individual need of the scientist as it is the need of the Government itself. These people are going into private industry. They are going into private plants. I believe that what the Senator is saying to these people is, "We are going to raise everybody up to this level, but we are going to ignore you." That will aggravate the problem, rather than help to solve it. Perhaps the steel workers were not entitled to get an increase. However, if we are to give an increase to anyone, we should certainly give it to those we need the most in the critical period we are facing.

SEVERAL SENATORS. Vote! Vote!

Mr. LONG of Louisiana. Mr. President, will the Senator yield me 3 minutes?

Mr. JOHNSON of Texas. I yield 3 minutes to the Senator from Louisiana.

Mr. LONG of Louisiana. I dislike very much to disagree with those who argue in favor of the amendment. I should like to say a word about it. When the junior Senator from Louisiana came to the Senate the Hoover Commission had worked out recommendations for job economy in Government. One of their leading recommendations was that we should try to give an increase in pay to people who had the responsibility of management in the Government. The argument for that was that the Government was losing a great amount of money for lack of first-class managers in Government.

The junior Senator from Louisiana handled the bill on the floor, and had great difficulty in getting an increase for the top management officials in Government, although in his opinion an almost irrefutable case had been made that by spending money we could make tremendous improvements in efficiency and better management. I have seen bills go through Congress raising the salary of low grade employees but not of the higher grade employees. Incidentally, that is popular with the postal people. Raise all the low-grade people, who squabble over their supervisors, but do not raise the supervisors because they are not too popular with the letter carriers or the clerks.

If we are to have good management, we shall have to pay something for it. It is my impression that the best people in the Government today in the managerial end are staying there solely to obtain their retirement benefits, because the Government has a good retirement program. But they are being paid much less than persons having comparable ability who are employed in other areas of endeavor.

It is my judgment that if we want to keep the best people, the postmasters and persons in managerial positions in Government, we will do well to give them an increase.

We talk about people who are getting better-paid work elsewhere. They are the very people who would get no increase at all, while everyone else would get the 7½-percent increase.

My guess is that the pending amendment affects the people who have the most ability and who deserve a pay raise, while those who would be paid less would be those who would not get a pay raise, because we pile up the pay increases or incentives, in my judgment, and a better case would be made for the people who are paid on the basis of ability.

Mr. GOLDWATER. Mr. President, will the Senator from Louisiana yield?

Mr. LONG of Louisiana. I yield.

Mr. GOLDWATER. The Senator from Louisiana is making a good case for what I believe is the basic trouble with the pay raise approach which confronts us every election year. I know a little something about management and something about hiring people.

We will not retain people in desirable positions in the Government with a 7½-percent increase. Suppose a man is making \$20,000 a year. If an aircraft company wants that man, it will offer him \$30,000, which will mean a net increase of about \$8,500 more than if he got a 7½-percent increase in the Government.

Every election year, for votes only, we come into this Chamber and argue about the underpaid postal workers and the underpaid civil service workers.

The PRESIDING OFFICER. The time of the Senator from Louisiana has expired.

Mr. DIRKSEN. I yield the distinguished Senator 5 additional minutes.

Mr. GOLDWATER. Would it not be better for the committee to devote itself to a real study of the pay bases and pay

scales of the Federal employees? Would not that be better than to come here every election year, knowing it is very difficult to vote against pay increases? It is like voting against mother love or against the flag. I think we are wasting the taxpayers' money. I do not think we are getting the best out of our workers.

If the postal employees are underpaid, then let them be paid what they are worth. But let us not increase their pay in a political year merely by voting for a 7½-percent increase.

I guarantee that any private business that wants to pirate or hire any Government worker will not be stopped by a 7½-percent pay increase. It may be that we shall have to increase some of the pay bases by 20, 30, 40, or 50 percent. But I suggest that we do it, and not come here every election year with a purely political bill which does not do the worker any good. Let us not say that we have helped the underpaid employees of the Government. We have done them no good. We simply add to the inflationary spiral, and we add to the economic problems of the workers.

If we would stop irresponsible spending, we would do more good for the country than by providing wage increases.

I got away from the question I had intended to ask. Does not the Senator agree that the basic problem is one of studying the whole wage structure of the Federal employees?

Mr. LONG of Louisiana. That is a problem connected with it, but the bill is before the Senate. My general feeling about it is that if we are to give a pay raise to everyone, the people who would be denied a pay raise by the amendment are those who could fill any position. They certainly are worth more than they are getting and are worthy of a pay raise. That being the case, I hope they will share in a pay raise, if a pay raise is to be granted.

Mr. ELLENDER. Mr. President, I yield 5 minutes to the Senator from Idaho.

Mr. CHURCH. Mr. President, I shall sum up the reasons why I oppose the amendment. It has been argued by the distinguished majority leader and other Senators that the Government has a great need for technicians and other highly educated and expert persons who are not now working for the Government because of the higher wages they receive in private industry, or who are leaving the Government because they can receive higher wages elsewhere. I suggest that this is an assertion which is not backed up by the committee hearings. We have no data or studies upon which to rest a competent judgment that that is so. We have no proof, upon which we can act, that this is so. We have merely surmises and the contention.

Furthermore, we have no proof whatever that a 7½-percent increase will cause those persons to stay with the Government, as was well pointed out by the distinguished Senator from Arizona. The kind of salary competition which may be attracting them away from Government service is not a differential of 7½ percent; it is a differential which may run as high as 20 or 30 percent.

Therefore, I believe we cannot assume, upon the evidence now before us, that the passage of the bill providing for a 7½-percent increase would rectify the problem which has been alluded to on the floor.

Mr. PASTORE. Mr. President, will the Senator yield?

Mr. CHURCH. I will yield as soon as I have finished my statement.

Second, it seems to me that if the 7½-percent increase were justified overall, then it ought to apply to persons in the higher categories as well as to those in the lower or middle categories. That is why I said at the outset that normally I would not support an amendment of this kind.

But where there is no justification, in my opinion, for a 7½-percent increase overall, then I would prefer any amendment which would tend to limit the size of the increase to those who are clearly most in need of it. Those persons, obviously, are the ones in the lower and middle brackets. They are persons who are faced with the high cost of living but are having a difficult time making their budgets meet their living costs.

So I support the amendment. I believe it will effect a saving of at least \$35 million to \$55 million a year. Of those who are earning \$10,000 or more a year, the great majority are not the technicians or the scientists to whom reference has been made; they are those in the regular civil service positions of the Government. They are the persons who are most in need of a raise.

So let us effect a saving by the increase, if there is to be one, by granting the raise to persons in the lower income brackets, who certainly are most in need of an increase.

For these reasons, I believe it is in the public interest to support the amendment offered by the Senator from Louisiana.

Mr. MANSFIELD. Mr. President, will the Senator yield?

Mr. CHURCH. I yield.

Mr. MANSFIELD. The Senator has heard of Parkinson's law, has he not?

Mr. CHURCH. I have, indeed. I would only add to that statement that the existence of Parkinson's law makes it all the more mandatory for the Committee on Post Office and Civil Service, on which I formerly served, and for which I have the highest regard, not to come before the Senate with a package which requires us to vote for a 7½-percent pay increase for everyone in the Government simply in order that the postal workers can get their share, or in order that scientists and technicians will stay with the Government, but rather come to the Senate with tailored legislation and a well-documented case to support the kind of reformation which should take place on the Federal payroll, if we are properly to serve the public interest. I submit that we have failed to do that in the pending bill.

Mr. GRUENING. Mr. President, I rise in opposition to the amendment.

Mr. MANSFIELD. Mr. President, has the Senator from Alaska been yielded time?

Mr. JOHNSON of Texas. I yield 1 minute to the Senator from Alaska.

Mr. GRUENING. The amount to be saved by the amendment will be something in the neighborhood of one two-hundredths of 1 percent. By adopting such a provision, we will impair the value of the persons who are most valuable, most skilled, and most important to the Government.

Only a few hours ago, I was at lunch with one of our colleagues who said that he had lost his three top employees to private industry because he could not afford to keep them at the maximum salaries which the Senate permits.

If we make this distinction, we will pile up a large number of persons at the \$10,000 level, and will be grouping persons having different values in one group. That would be most unfortunate. We should proceed to vote on the bill as it now is.

Mr. ELLENDER. Mr. President, I yield back the remainder of my time.

Mr. JOHNSON of Texas. I yield back the remainder of my time.

The PRESIDING OFFICER. The question is on agreeing to the amendment of the Senator from Louisiana. The yeas and nays have been ordered, and the clerk will call the roll.

The Chief Clerk called the roll.

Mr. MANSFIELD. I announce that the Senator from Colorado [Mr. CARROLL], the Senator from California [Mr. ENGLE], the Senator from Michigan [Mr. HART], the Senator from Georgia [Mr. RUSSELL], the Senator from Mississippi [Mr. STENNIS], and the Senator from Texas [Mr. YARBOROUGH] are absent on official business.

I also announce that the Senator from Missouri [Mr. HENNINGS], and the Senator from Arkansas [Mr. FULBRIGHT] are absent because of illness.

I further announce that the Senator from Massachusetts [Mr. KENNEDY], the Senator from Tennessee [Mr. KEFAUVER], the Senator from Michigan [Mr. McNAMARA], the Senator from Oregon [Mr. MORSE], the Senator from Wyoming [Mr. O'MAHONEY] are necessarily absent.

On this vote, the Senator from Missouri [Mr. HENNINGS] is paired with the Senator from Michigan [Mr. McNAMARA]. If present and voting, the Senator from Missouri would vote "yea" and the Senator from Michigan would vote "nay."

I further announce that, if present and voting, the Senator from Colorado [Mr. CARROLL], the Senator from California [Mr. ENGLE], the Senator from Michigan [Mr. HART], the Senator from Tennessee [Mr. KEFAUVER], the Senator from Massachusetts [Mr. KENNEDY], the Senator from Oregon [Mr. MORSE], the Senator from Mississippi [Mr. STENNIS], the Senator from Texas [Mr. YARBOROUGH] would each vote "nay."

Mr. KUCHEL. I announce that the Senator from Maryland [Mr. BUTLER] is absent because of illness.

The Senator from Indiana [Mr. CAPEHART] is absent by leave of the Senate.

The Senator from New Hampshire [Mr. COTTON] and the Senator from Nebraska [Mr. HRUSKA] are necessarily absent.

The Senator from South Dakota [Mr. MUNDT] and the Senator from Kansas

[Mr. SCHOEPPEL] are absent on official business.

On this vote, the Senator from Nebraska [Mr. HRUSKA] is paired with the Senator from Kansas [Mr. SCHOEPPEL]. If present and voting, the Senator from Nebraska would vote "yea," and the Senator from Kansas would vote "nay."

The result was announced—yeas 23, nays 58, as follows:

[No. 225]

YEAS—23

Allott	Dworshak	McClellan
Anderson	Ellender	Mansfield
Bridges	Ervin	Robertson
Byrd, Va.	Goldwater	Talmadge
Case, S. Dak.	Hayden	Thurmond
Church	Holland	Williams, Del.
Cooper	Lausche	Young, Ohio
Curtis	Lusk	

NAYS—58

Alken	Green	Monroney
Bartlett	Gruening	Morton
Beall	Hartke	Moss
Bennett	Hickenlooper	Murray
Bible	Hill	Muskie
Brunsdale	Humphrey	Pastore
Bush	Jackson	Prouty
Byrd, W. Va.	Javits	Proxmire
Cannon	Johnson, Tex.	Randolph
Carlson	Johnston, S.C.	Saltonstall
Case, N.J.	Jordan	Scott
Chavez	Keating	Smathers
Clark	Kerr	Smith
Dirksen	Kuchel	Sparkman
Dodd	Long, Hawaii	Symington
Douglas	Long, La.	Wiley
Eastland	McCarthy	Williams, N.J.
Fong	McGee	Young, N. Dak.
Frear	Magnuson	
Gore	Martin	

NOT VOTING—19

Butler	Hennings	O'Mahoney
Capehart	Hruska	Russell
Carroll	Kefauver	Schoepfel
Cotton	Kennedy	Stennis
Engle	McNamara	Yarborough
Fulbright	Morse	
Hart	Mundt	

So Mr. ELLENDER's amendment was rejected.

Mr. DIRKSEN. Mr. President, I move to reconsider the vote by which the amendment was rejected.

Mr. KUCHEL. Mr. President, I move to lay that motion on the table.

The motion to lay on the table was agreed to.

The PRESIDING OFFICER (Mr. HARTKE in the chair). The bill is open to further amendment.

Mr. CHURCH. Mr. President, I send an amendment to the desk, and ask to have it stated.

The PRESIDING OFFICER. The amendment of the Senator from Idaho will be stated.

The CHIEF CLERK. It is proposed, beginning on page 4, at line 21, to strike all through page 13, line 6; and beginning on page 16, line 12, to strike all through page 20, line 6.

Mr. CHURCH. Mr. President, the effect of the amendment is to strike Part B of Title I of the pending bill. If adopted, it would mean a saving of about half a billion dollars. I therefore think it is a matter of sufficient importance to warrant the yeas and nays. I ask for the yeas and nays.

The yeas and nays were ordered.

If we were to confine this bill to the postal workers and adopt the increases in the proposed legislation for them, it would tend to bring them abreast of other workers in the Government, and to equate their pay with that being

received by the majority of workers in the classified civil service.

Secondly, the great bulk of the postal workers, as the Senate well knows, are concentrated in the lower grades, and they are faced with an increasingly serious problem in trying to meet rising living costs. I think they are the most entitled to a pay raise. They have more need for the higher pay, and there is greater justification for giving it to them.

I think this is borne out by the particular fact that data before the committees show that 31 percent of the postal employees have to have a second job in order to make a living, and 43 percent of the postal employees have wives who work, in order that their joint pay may be sufficient to meet the family bills. Therefore, I think a convincing case is made for the need to increase the general level of salaries of the postal workers.

Thirdly, there is evidence that many postal workers still receive far less for the work that they do, than those engaged in comparable work in private industry. During my 4 years in the Senate I have tried to be fair with Federal employees. I believe they are entitled to comparable pay for comparable work. The fact that this is still not true with respect to many in the postal service is still another reason why we should pass their pay increase, as embodied in this bill.

Since 1951 average industrial wages have gone up 45 percent, while postal salaries have gone up 19 percent.

Mr. PASTORE. Mr. President, will the Senator yield?

Mr. CHURCH. I would like to complete my statement. Then I shall be happy to yield.

The question I want to raise, in all seriousness, before the Senate is: Apart from the postal workers, what justification does the record show for increasing the salaries of the classified civil service employees by 7½ percent? I have studied the committee hearings, I have studied the reports very carefully, to see if I could find, to my satisfaction, a case which would justify the increase entailed in this proposed legislation.

I have asked myself, Is it because the salaries we pay to the Federal employees generally are substandard? That is not so. Unlike the case of the postal workers, we have no convincing evidence before us which would lead us to believe that Federal employees in general are not being paid wages comparable to the kind of wages that prevail for the same kind of work in private industry. On the contrary, the evidence I have seen shows that present wage levels are fair, and that the fringe benefits we now give to Federal employees are even more generous than those that generally obtain in private industry. Benefits in life insurance, health insurance, retirement, hospitalization and medical expenses—all these have been estimated to have a value of 30 percent, over and above the actual wages paid to Federal employees.

So then, Mr. President, I suggest that no case has been made that prevailing wage levels of Federal employees are so substandard as to warrant a 7½-per-

cent increase, as provided in the pending legislation.

Therefore I have asked myself this second question: Are we granting this 7½-percent increase to enable Federal employees to keep abreast of the rising cost of living? Is that the justification for this bill? If so, I would support it, because I want to do equity by the Federal employees, and I think they are entitled to have wage adjustments as the rising cost of living may require. But since the last pay raise took effect a little more than 2 years ago, the cost of living index has gone up but 1.6 percent.

We are here proposing an increase of 7.5 percent. I wish to make it perfectly clear on the record that I favor any such adjustment as may be required to keep up with rising living costs. I would support such a bill here and now. I would support such a bill if it came from a conference committee, as it might relate to cost-of-living pay increases for classified civil service employees.

If the amendment I offer is adopted, the effect will be to send the bill to conference. There the conferees will have an opportunity to review what may be justified for the civil service employees in the light of all the data they can assemble with respect to rising living costs. Then the conferees can come back and recommend an increase in line with the needs of Federal employees, and I shall be happy to support such a measure.

However, the proposed pay raise contained in the bill before us cannot possibly be justified on the basis of the evidence presented to the committees, on account of increased living costs. What, then, is the justification?

Mr. KEATING. Mr. President, will the Senator yield?

Mr. CHURCH. I will yield to the Senator after I finish my argument, if I may.

If it is not that present wages are substandard, if it is not that inflationary rises in the cost of living require the adjustment to be made, what, then, is the justification for the bill? Is it that we have neglected for too long our Federal employees? That cannot be.

Mr. President, since the war Federal employees in the classified civil service have received regular increases in pay amounting, in the overall, to some 80 percent. If Members of the Senate who are interested will look at the minority views in the House report they will see a detailed listing of the increases granted by the Congress in the Federal wage level since the war.

In 1945, we granted an average increase of 15.9 percent.

In 1946, we granted an average increase of 14.2 percent.

In 1948, we granted an average increase of 11 percent.

In 1949, we granted an average increase of 4 percent.

In 1951, we granted an average increase of 10 percent.

In 1955, we granted an average increase of 7.5 percent.

In 1958, we granted an average increase of 10 percent.

Now we are asked to grant an increase of 7.5 percent.

The sum, all told, represents approved pay increases by the Congress of 83.6

percent in the last 15 years, and the employees have received seven of these increases, representing an in-pocket average increase of 72.6 percent.

I say, Mr. President, in all reasonableness, the record simply does not support the theory that Federal employees as a whole have been forgotten or neglected in any way. Rather, the record shows that Federal pay boosts come up like spring grass, every election year, as has been well pointed out by the distinguished Senator from Georgia.

Having found no other basis to warrant the salary increase proposal contained in the bill, I have concluded it is a familiar malady which furnishes the impetus for the proposed legislation, and that malady is election fever. Respectfully, I implore the Senate to consider the cost of the passage of this measure.

As the bill now stands, it would add approximately three-fourths of a billion dollars to the cost of Government from now on. That is not simply for 1 year, but for next year and the next year and the next year, for so long as anyone can foresee. It will permanently affix 1 percent to the tax burden of this country. It represents an added 1 percent permanently engrafted upon the Federal budget.

I say to you: Come chaos, calamity, war, pestilence, or economic collapse, one thing is as certain as death and taxes. The country may come down, but the Federal wage scale will not come down, once it has been approved by the Congress.

The cost of this proposed legislation cannot be accepted cavalierly, or dismissed simply because it may be politically expedient for us not to consider it.

Is it prudent, Mr. President, at this time to engraft an additional three-fourths of a billion dollars a year on the Federal budget, to increase Federal pay? Oh, we talk a lot, Mr. President, about our critical needs, and many indeed are the grave problems we are leaving unattended and unsolved.

I support—generously, I think—appropriations of public money for causes which I think require our attention, and many have been the times on this floor when I have said, "We are not doing enough to meet the critical needs of the country."

However, Mr. President, I cannot, in good conscience, support a three-quarter billion dollar bill to fatten Federal pay, when the proof is not before us to justify it.

This bill, Mr. President, represents a cost seven times as great as the \$90 million the Congress authorized to be appropriated for the elimination of water pollution. That bill, as the Senate well knows, was vetoed by the President. The veto was not overridden by the Congress.

This bill represents a cost three times the amount of money the Senate was going to provide to rehabilitate depressed areas. The depressed area bill was also vetoed by the President, and the veto was not overridden by the Congress.

I am told that this time we are going to override the veto. I am told that this time we are going to appropriate three-quarters of a billion dollars and then

override the veto. It will be the second time since Mr. Eisenhower became President of the United States that his veto has been overridden. Well, that is a fine record. We will vote to override the President's veto to fatten the Federal payroll, but not to meet the critical needs of this country.

Mr. President, there is so much crying to be done. Public money is needed to help rehabilitate depressed areas; to provide urban renewal in the rotting cores of our big cities; to upgrade public transportation in congested areas, now 20 years behind our needs; to clean up our polluted rivers; to do something about the thickening contamination in the urban air; to end the classroom shortage in our public schools; to increase teachers' pay; to close the dangerous gaps we know exist in our military defenses; to deal with the inadequate care and medical attention which is now extended to the old, the handicapped, and the feeble of this land.

Mr. President, the Congress may have difficulty in pointing to a record in these fields—and assuredly we cannot show with respect to any one of them that we have overridden a Presidential veto—but the plan is to override the veto of the President to fatten the Federal payroll.

I could go on, Mr. President, but the point is clear. Public money is desperately needed for urgent problems. Let us not spend it for a pay increase without cause, without justification, without any proven need.

But if we pass the bill as proposed, then, for goodness' sake, let us at least have the grace afterward to stop talking about this being a time for self-sacrifice for the country. This bill is self-indulgence. Let us stop talking about bravely standing up and tightening our belts, and doing something strong about the challenge which faces us. This bill is weakness.

I have always stood for fair treatment of Federal employees, and I always shall. I am for the postal pay raise because I think it is justified on the record. I am for such adjustments as rising costs of living may require for Federal employees—all of them. But I am not in favor of squandering public money where the need is unproved, in the face of the desperately important and critically unattended to needs which face our country today, both at home and abroad.

I have sent to all Senators a telegram which summarizes my case for the amendment. I ask unanimous consent that it be incorporated in the RECORD at this point in my remarks.

There being no objection, the telegram was ordered to be printed in the RECORD, as follows:

I urge your support of my amendment limiting pay raises to postal workers. Its adoption would effect an annual saving of nearly half a billion dollars. No case has been made to warrant 7½-percent increase in salaries of classified civil service employees. Their present wage scale compares favorably with comparable work in private industry, while their fringe benefits are even more generous. Since last pay raise was granted 2 years ago, cost of living has increased only 1.6 percent. The pending bill will permanently add three-quarters of a billion dollars to the cost of Government at

a time when public money is urgently required to meet critical needs on many fronts which we are leaving unattended.

Mr. CHURCH. For these reasons, I urge the adoption of the amendment. If it is adopted, I think we shall have rendered a signal public service.

If the amendment is not agreed to, I shall have to support the bill on final passage, in order to do justice to the postal workers. But in that event, we shall be paying a very high price to do right by one segment of our Federal employees.

Mr. McCLELLAN. Mr. President, will the Senator yield?

Mr. CHURCH. I am happy to yield.

Mr. McCLELLAN. In his remarks earlier I understood the Senator to make a statement with respect to the amount of money that his amendment would save annually. What was the amount stated by the Senator?

Mr. CHURCH. The best estimate that I have is that the amendment would effect an annual saving of about a half billion dollars.

Mr. McCLELLAN. Is that not approximately two-thirds of the amount involved in the bill?

Mr. CHURCH. That is right; it is approximately two-thirds of the amount involved in the bill.

Mr. McCLELLAN. I wish to compliment the Senator on the very able address that he has made in support of his amendment. I subscribe to the views that he has expressed, except that I have difficulty in agreeing with him in that we should vote for two-thirds of the bill that is bad in order to get the one-third which is needed enacted into law. That is not a sound or safe guide or policy to pursue.

Can we therefore, in the light of our fiscal situation, in view of the heavy burdens upon us, go further into debt by spending money we do not have, to raise salaries to the tune of a half billion dollars for employees where no adequate justification is shown to exist at the present time for such increase. I can't in good conscience do that. A case is made here for the postal employees, and I want to vote to increase their salaries.

I believe that we should raise the salaries of the postal workers. I agree that there is justification for doing so, and I want to do that. However, as the able Senator from Idaho has pointed out, there is no need to raise Federal salaries across the board. There is urgent need for this half billion dollars—a half billion dollars that we actually do not have—to be spent for things that are critical to the security of our country.

Mr. CHURCH. I agree with the Senator.

Mr. McCLELLAN. I wish to compliment the Senator highly. I hope that his message has reached home in the hearts of enough Senators so that we can rise to the occasion and meet our responsibilities as Senators, and protect the interest of the taxpayers, while doing justice to those Federal employees in the postal service who deserve the increase that this bill provides.

Mr. CHURCH. I thank the Senator from Arkansas.

Mr. ERVIN. Mr. President—

Mr. KEATING. Mr. President—

Mr. CHURCH. I promised to yield to the distinguished Senator from South Carolina; when he finishes, I shall be happy to yield to the distinguished Senator from New York.

Mr. ERVIN. I wish to join the Senator from Arkansas [Mr. McCLELLAN] in commending the magnificent and courageous presentation which has been made to the Senate by the able and distinguished Senator from Idaho. The bill before the Senate has troubled me. I have made a study of the matter and have reached the identical conclusions which the Senator from Idaho has reached with respect to the proposal to raise the pay of Federal employees as set forth in the bill.

The postal workers have made out a case which in my judgment justifies the pay increase proposed for postal workers. I think there has been a total failure to make out a case for the increase of pay for Government employees generally.

I sometimes feel as though we ought to hang our heads in shame for the conduct of Congress in fiscal affairs. I make that statement because 28 years ago the people of the United States had a national debt of \$30 billion. Today they have a national debt of \$290 billion. They have that national debt because Congress has failed to exercise the moral and political courage to raise, by taxes upon the living, sufficient moneys to pay the appropriations it has made. Instead of doing so, Congress year after year, in 25 years out of 28, has appropriated more money than it has had the moral and political courage to raise by revenue measures bearing upon those living Americans who have a chance to walk up to the ballot box and say whether they approve of the way Congress is managing affairs.

It is time for Congress to quit appropriating the unearned income of unborn Americans, and that is precisely what this bill proposes insofar as it undertakes to raise the pay of Federal employees generally. I think it is time for somebody to represent these unborn Americans who, when they come into the world find themselves already in debt to an extent in excess of \$1,600 apiece as their pro rata part of the national debt.

During 25 of the last 28 years, Congress has not had the moral and political courage to raise enough revenue to take care of the expenditures which it has been authorizing. I wish to commend the Senator for his courageous and intelligent presentation.

Mr. CHURCH. I thank the Senator from North Carolina. I appreciate his remarks. I can only add that yesterday the Senate passed a defense appropriation bill, which relates to the Military Establishment. When that bill comes out of conference, it is entirely likely, and I venture to predict, that the total amount of increase the Congress will make to strengthen the national defense, over and above the budget re-

quests of the President, will be less than the amount of money that we provide in this bill to fatten the Federal payroll.

Mr. KEATING. Mr. President, will the Senator yield?

Mr. CHURCH. I yield.

Mr. KEATING. I realize the Senator from Idaho is a member of the committee, and therefore has been able to make a study of the problem in a way which we have not. As I understand the Senator's position, he favors a raise for postal workers because they have made out a case. As I have been able to review the testimony and the ample evidence presented to me, that is so. They have made out a good case.

The Senator from Idaho, however, does not favor the proposed raise for other employees of the Government because they have not made out a sufficient case. I ask this question of the Senator from Idaho, because I am somewhat impressed with his argument. There may well be an answer to it.

Mr. JOHNSTON of South Carolina. Mr. President, the Senator from New York has referred to the Senator from Idaho as being a member of the committee.

Mr. CHURCH. Mr. President, I wish to correct that statement. It was my privilege to serve on the committee for a period of 2 years, but I am not longer a member of the committee and have not been for some time.

My allusion to the committee had reference to the time I had previously served on it. I did not attend the actual hearings on this bill, but I have tried to review the reports made by the committee, and the evidence presented to justify the reports.

Mr. KEATING. I appreciate the clarification. I intended to say that the Senator has had an opportunity to study the problem in a way which has not been given to those of us who have never been members of the committee.

I ask the Senator to refer to page 220 of the transcript of testimony, on which appears the testimony of Mr. James A. Campbell, the president of the American Federation of Government Employees.

I also call attention to the statement on page 223, of the testimony of Mr. Campbell. As I say, there may well be an answer to these assertions, but it is said at page 220:

During the 10-year period ended in February 1960, Federal classified employees received three raises which amounted to an average increase of 30 percent on a cumulated basis. During the same period, hourly rates of employees of seven of the largest corporations were raised through collective bargaining to a degree far exceeding that of Federal workers.

The total increase ranged from 53.7 percent for the Sinclair Refining Cos. to 87 percent for the Aluminum Co. of America, as indicated in appendix table 1. During the 2-year period from January 1, 1958, the hourly rates of employees of these seven companies were raised as much as 10 percent in contrast to no raise for Federal classified employees.

Then on page 223, below the middle of the page, there is this statement:

It would require an average increase of approximately 12.5 percent to return classified salaries to their 1939 purchasing power.

I would appreciate it if the Senator from Idaho or, for that matter, any member of the committee, could enlighten us on whether those are accurate statements or inaccurate statements, or whether there is some other answer to them, because they do seem to me to present an argument on the other side.

The **PRESIDING OFFICER.** The Senator from Idaho has 1 minute remaining.

Mr. **CHURCH.** As the Senator knows, it is always possible to present an argument to support any proposition. Arguments have been presented here which are confined to certain wage scales prevailing in certain industries at certain times. I have referred the Senate to the increases that Congress has granted since 1945. The increases referred to by the Senator from New York relate to a more limited period, beginning in 1950. I believe that when we go back to the end of the war and take into account all the increases which have been granted by Congress until the present time, and compare them with the rising cost of living which has occurred during the same period of time, no case is made for the proposition that we have not acted fairly toward our Federal employees.

The evidence I have seen has led me to the judgment that no sufficient case has been made to justify a 7½-percent increase across-the-board. I would approve of an increase which was commensurate with the rise in the living costs since we last made a salary adjustment.

Mr. **JOHNSTON** of South Carolina. Mr. President, I have listened to the Senator from Idaho, and I was very much struck by some of his statements. I notice that the Senator has said that we increased the salaries since the war by 83.6 percent. I should like to call his attention to the fact that if that is true we ought to have a higher increase than we are proposing in the bill, for this reason. We did not increase the salaries during the war. They were frozen. When we go back to the time before the war we find that the dollar was worth 100 cents. Today it is worth 47 cents to the dollar. It would take a 106-percent increase to equal the salaries the employees were getting at that time.

Then, too, we must consider the income tax. They had salaries of \$5,000 in the Federal Government prior to that time, and the man got whatever his salary was. Today the Government reaches out and takes, when the salary is over a certain amount, 20 percent, 25 percent, or 30 percent of the man's salary. Therefore, according to the Senator's own statement and according to his own figures, we are not giving the employees enough. The committee thought so too. We have always dropped back every time that we gave an increase. Some Senators who have served on the committee, like the minority leader, know from their experience with bills of this kind that we have dropped back 1 or 2 percent practically every time we passed a salary increase bill.

We have found too that the work has been increased. The employees are turning out more work.

If we should increase the salaries of the postal workers and not the classified

workers, I should like to point out some of the inequities that would result. The Post Office Department pays the salaries of the workers who clean the post offices if the post office occupies more than 50 percent of the space. If they do not occupy more than 50 percent of the space, that work is done by employees under the Classified Act. We must treat them all alike. We must be equitable in dealing with all of them. Postal workers and classified workers should received the same treatment. They both have to pay the same amount for the cost of living.

Mr. **KEATING.** Mr. President, will the Senator yield?

Mr. **JOHNSTON** of South Carolina. I yield.

Mr. **KEATING.** The Senator perhaps heard what I read from the testimony of Mr. Campbell. I would appreciate any enlightenment he can give us on this statement by Mr. Campbell, as to whether it is accurate or not accurate. I particularly wish to ask the Senator about this statement on page 8 of the report, near the top of the page:

This survey discloses that the salaries of classified employees in the middle ranges—grades 5, 7, 9, 11, and 13, which include 419,734 employees—declined 20.3 percent from 1950 to 1960, notwithstanding salary adjustments approved by the Congress.

I assume that that statement is inaccurately phrased. I assume it means to say that their standard of living has declined 20 percent. Is not that what it means? The following sentence in the report is:

This independent and unbiased conclusion means that in one short decade hundreds of thousands of Federal employees have been pushed 20 percent lower in their standards of living, in comparison to their friends and neighbors in private enterprise.

Mr. **JOHNSTON** of South Carolina. From what report is the Senator reading?

Mr. **KEATING.** I am reading from the top of page 8 of the report.

Mr. **JOHNSTON** of South Carolina. Is that the House report?

Mr. **KEATING.** It is the House committee report. I am reading from the top of page 8. I wonder if the Senator could clarify that statement. It seems to me that if that is a fact it is a rather persuasive argument for a raise for other Federal employees.

Mr. **JOHNSTON** of South Carolina. Well, I have no answer, but according to what is stated here, the salaries declined 20.3 percent.

Mr. **KEATING.** I suppose that the actual salary of any Federal employee has not declined. I believe that means to say that the standard of living has declined because the cost of living has gone up more than the salaries have gone up. Is that correct?

Mr. **JOHNSTON** of South Carolina. The purchasing power of the salary had decreased. I believe that is what was intended to be conveyed by that language.

Mr. **KEATING.** I believe that is true. In the statement of Mr. Campbell, he said that during the 10-year period ended in February 1960 Federal classified employees received a 30-percent raise as compared with 1953, and 87 percent of

the hourly rates paid by the seven large corporations.

I wish to ask the Senator from Idaho a question, because I recognize, having tried lawsuits, as has the Senator, that we can pick out peculiar situations, and make any case.

I ask the Senator from South Carolina whether he feels that this statement by Mr. Campbell is a fair and accurate statement, as picturing the fact that the increases for Federal employees generally have been well below the increases for workers in private industry.

Mr. **JOHNSTON** of South Carolina. From all the facts brought out in the committee, the Federal Government is behind the large corporations in the United States in increasing the pay of its employees.

Mr. **KEATING.** I thank the Senator from South Carolina.

Mr. **JOHNSTON** of South Carolina. I can give a list of figures for different periods of time. All the information has been placed in the **RECORD**. It shows that the Federal Government is behind private industry in every big city in the United States in which we could gather the information. For example, blue-collared workers or laborers in Boston are 28 percent below; helpers are 27 percent below.

We went into this question from city to city and place to place in the United States, and we found that that is correct.

I myself believe that the proposed increase is but half of what it would be if we were to raise the pay to what is paid by the big corporations in the United States. However, we cannot afford to do that at this particular time, so we want to pass a bill which will be within the limits of the Government's ability to pay. I hope it will be signed by the President.

Mr. **CARLSON.** Mr. President, will the Senator yield me 2 minutes?

Mr. **JOHNSTON** of South Carolina. I yield 2 minutes to the Senator from Kansas.

Mr. **CARLSON.** Mr. President, I appreciated the statement made by the Senator from Idaho today. I shall address myself to this question.

There are several features about the bill which I do not like, but it is the pending bill. It is the only bill before the Senate. I think I would be less than frank if I did not say I do not believe we can pass legislation, personally, I could not favor passing legislation, which would, in my opinion, treat unfairly one group of Federal employees as compared with another group.

Mr. Campbell's statement on page 218 of the hearings calls attention to some of the problems of the classified workers.

While I am talking about Mr. Campbell, I wish to say in his behalf, and in behalf of those whom he represents, that he is, in my opinion, one of the ablest of the various representatives of the labor group who come before us. He has rendered outstanding service on behalf of the classified employees of the Nation. I call attention to this statement by Mr. Campbell:

Eighty-seven percent of the 2,200,000 Federal employees have their salaries or wages fixed under three separate pay systems—

I repeat—three separate pay systems. These three systems are:

1. Classification Act, covering 970,000 employees.

They are the employees whom we are talking about at the present time in discussing the amendment.

2. The Postal Pay Act, covering 470,000 employees.

3. Army-Air Force and Navy wage systems, 480,000.

There are those three different groups.

I shall read from the statement what has happened as between the classified employees, whose pay is fixed by Congress, and the Wage Board employees. I read from page 222 of the hearings:

A comparison of how Wage Board and classified rates have differed in one 4-year period—1952-55—will illustrate the advantage of an annual review.

The discussion was as to whether there should be an annual review.

During those 4 years classified salaries were increased once by 7.5 percent. In the same period wage board rates advanced 20.7 percent. An increase of that size probably would have been challenged if proposed as a single raise, but divided into four separate raises it was assimilated without question.

The year-to-year wage board raises were as follows: 1952, 5.5 percent; 1953, 7.8 percent; 1954, 4.3 percent; 1955, 1.7 percent.

I desired to stress that fact because classified employees during that 4-year period received a 7½ percent pay increase, while wage board employees, whose salaries and wages are fixed by boards of the Federal Government, received a 20-percent increase. Therefore, I do not believe that we could, with any justice at all, adopt an amendment which would unfairly, in my opinion, treat classified Federal workers as compared with other workers.

Mr. KEATING. Mr. President, will the Senator yield?

Mr. JOHNSTON of South Carolina. I yield.

Mr. KEATING. I am grateful for the explanation made by the Senator from Kansas. It is very difficult for us in the Chamber to reach a correct conclusion without having heard the testimony and studied it at great length. The testimony of Mr. Campbell impresses me as being very persuasive on the point that the rates of pay of Federal employees generally, including the postal workers, have not kept pace with the rates in other industries.

If I may have permission, I should like to ask the Senator from Kansas whether he believes that the testimony of Mr. Campbell, which appears to be so persuasive, is much to be relied upon, or whether Mr. Campbell has picked out certain isolated cases which make a better case than really it should.

The PRESIDING OFFICER. The time of the Senator has expired.

Mr. JOHNSTON of South Carolina. I yield 1 additional minute to the Senator from Kansas.

Mr. CARLSON. Mr. President, the figures in the wage board decisions are based on comparable wages in the communities. Therefore, I think they are figures which really and truly reflect the wage increases which have been paid em-

ployees who come under that system, as compared with the classified and postal workers who come under the regular Federal pay system.

Mr. JOHNSTON of South Carolina. The rates fixed by the wage boards are based on the prevailing wages in the respective areas.

Mr. CARLSON. They reflect the wages out in the communities.

Mr. KEATING. Do the Senator from Kansas and the Senator from South Carolina believe that the years which have been selected make an especially good case for the employees? If another series of years, or a 10-year period, or any other period, had been selected, would substantially the same effect have been shown?

Mr. CARLSON. It is my opinion that they would show substantially the same effect.

Mr. KEATING subsequently said:

Mr. President, will the Senator yield me a half a minute?

Mr. JOHNSTON of South Carolina. I yield.

Mr. KEATING. Mr. President, earlier in the day I made some remarks in connection with an amendment, and I ask unanimous consent to include at the conclusion of my remarks copies of several letters which I have received with reference to this subject.

There being no objection, the letters were ordered to be printed in the RECORD, as follows:

STATEMENT BY SENATOR KEATING

This measure, viewed in its overall impact, is designed to bring the salaries paid Federal employees more nearly in line with those paid to workers in private industry. As such, it should command wide support.

We now learn that in the last 10 years, literally thousands of fine Federal employees have dropped some 20 percent lower in their standards of living, in comparison to their neighbors who happen to work in private industry.

Here are some more statistics which have been furnished to me and which I believe to be accurate: The average overall private industry wage is \$15 a week or \$780 a year higher than that of Federal employees doing the same type of work. Even the proposed increase will not bring the level of Federal salaries up to that of salaries outside the Government, but it will be a step in the right direction.

As against the 30-percent increase in Federal employees' salaries in the last 10-year period, here are some more comparisons with private industry. Hourly wages have increased at the following rate since 1950 in these specific companies: General Motors Corp.—a 62-percent advance, compared to 30 percent for Federal employees. United States Steel 66 percent—of this increase 9.5 percent has been since January 1, 1958. There has been no increase in Federal salaries during the past 2 years. The Aluminum Corp. of America has raised its wages 87 percent in the last 10 years.

Other pertinent figures include: Goodrich Rubber—56 percent, Lockheed Aircraft, 63 percent. These percentages were supplied by the Bureau of Labor Statistics, and therefore must be viewed as reliable. These figures make the Federal salary increase of 30 percent in the last 10 years look small indeed.

I have received literally thousands of letters from postal workers and other Federal employees, as well as their families and friends, pointing out the need for an adequate pay raise measure. These communica-

tions demonstrate the very real, the very personal manner in which the present inadequate wage scales are affecting these people.

A postal worker's wife in Tonawanda wrote me in part as follows:

"As the wife of a post office employee, I am writing to you in the hope that you may act in getting a pay raise bill passed.

"We have our home and three children to support. We live in a modest community but we can't associate with any of our neighbors because their incomes are far above ours. I have a part-time job, driving for a school but with our combined income, we have quite a problem just getting by. It doesn't seem fair to—just get by, not ever being able to afford anything but food and clothing, while most everyone around us has new cars and can take vacations. We have vacation time but where can you go on nothing. We can't even charge anything extra because there just is not enough money left over after paying mortgage payments, light, heat, and food."

Here is one from a constituent of mine in Rochester:

"Both my wife and myself are career distribution clerks at the Rochester Post Office. I have 11½ years of service and my wife has a little over 1 year. We have four children going to school; a mortgaged home; and one car, which is a necessity. Our living expenses are such that even though we are both working we can only just manage to live from one payday to the next. We would like to be able to help further the education of our children and live as others do."

A lady from Staten Island recently wrote me the following letter on this subject:

"I am the wife of a Federal employee who works in New York City, and the mother of six children. We live in a housing project.

"I write with much experience about the continuous rising of living expenses that make the bare necessities of an existence on this earth: food, rent, and clothing, a constant, impossible struggle.

"With an outside job there is no leisure time to divide between family and community and only a slight chance that anyone can match expenses. Yet, without an outside job, my family and I would be hard put to survive.

"Please make possible a worthwhile, liveable raise for those of us who must depend on Federal salaries. Let us get in step with the rest of America on our pay."

Here is one from a housewife in Floral Park:

"Have you ever missed a night's sleep worrying how you were going to pay your bills? Does your wife ever hesitate to call the doctor when your children are sick?"

"Well, if you were a postal worker you would know these problems. My husband has a second job as most postal workers do, and we are still just getting by. The cost of everything has gone up but not the post office salary. When the bill for the post office raise comes up please vote yes, as we do need more money just to live on."

I also have a letter from a Federal worker in New York City. He writes:

"For the past years it's been very hard for us to meet expenses and I have had to take other work in order to meet my obligations.

"I am away from my home too long and the children do not see enough of me. It seems like the only time I am home is Sunday, but then I'm so tired I find it hard to bother with them.

"You can easily see the problem. I'm a career man and I don't want to give up my job with the Government. I've been on 20 years, so you can easily see why.

"We Government workers need a pay raise—now; not in some future day. Help us please."

Finally, here is a letter from the wife of a post office worker in Elmira, N.Y.:

"As the wife of a postal clerk, I would appreciate your affirmative vote on the pay raise bill.

"This increase is definitely needed—the few that we have received in recent years have been very minor in the lower grade levels, in which the majority of Federal workers are employed. The compensation paid to postal employees is not commensurate with salaries paid in private industry; are not high enough to permit the same standard of living enjoyed by these same employees in 1939. Even a 9-percent increase will not bring the salary level up to these standards.

"We would not be causing inflation, as has been indicated—we need the increase because of inflation.

"You are familiar with the unemployment in the Elmira area. Usually a situation like this has the effect of downgrading the cost of living in an area. But the reverse is true. The new sales tax, an increase in the school tax and the reappraisal, which will increase our other real estate taxes, are but a few of the items that will take what increase we may receive.

"A regular postal clerk's salary is \$4,875 annually. These are the five largest items in our budget:

Taxes—Income (Federal and State),	
real estate, sales, other.....	\$1,000
Food.....	1,800
Mortgage payments.....	840
Insurance and utilities.....	800
Total.....	4,440

"You can readily see why the increase is needed."

These letters are typical of the flood of communications I have received from all over New York State testifying to the great need for a pay raise for postal and other Federal employees. They point up graphically—in a way no set of cold figures could—the urgent need for salary increases to bring the pay for these Government workers more in line with those now offered to employees in private industry. The additional fact is, however, that the cold figures support the need for this legislation.

We must eliminate this inequity in our laws. We can do it by rejecting amendments to this measure which will unduly water it down and prevent its benefits from fully helping these people out.

I hope this measure, so important in human terms to so many of our people, will gain the overwhelming approval of the Senate.

Mr. BEALL. Mr. President, will the Senator yield?

Mr. JOHNSTON of South Carolina. I yield 3 minutes to the Senator from Maryland.

Mr. BEALL. Mr. President, I associate myself with the Senator from South Carolina and the Senator from Kansas in opposing the amendment. I think the Senators have shown that the adoption of this amendment would be very definitely discriminatory against the classified civil service employees.

I must oppose any amendment which would exclude the civil service employees from the well-earned and well-deserved pay raise. The persons who would be excluded by such an amendment are dedicated public servants. They are men and women who, at a sacrifice to themselves, are devoting their entire time and talent to a better civil service. That is my personal observation.

I know many persons in the civil service who could earn much more in private industry. They are making a career of their service in the Government, and we should not turn our backs on them.

The 7½ percent salary raise has been fully justified, I believe, by the Senator from South Carolina and the Senator from Kansas. Taking that for granted, who could be more deserving of the raise than the employees in the classified civil service?

The prices of commodities, rents, and everything else in Washington and the surrounding suburbs, as elsewhere, have risen substantially. The civil service employees need this pay raise in order to meet the rising costs of living.

In my opinion, it would be cruel for Congress to exclude the civil service employees from the pay increase. In fact, it would make a mockery of the entire move for the much deserved increase.

I hope the Senate will not agree to the amendment. As has been so ably explained by the Senator from South Carolina and the Senator from Kansas, to adopt the amendment would result in discrimination against a dedicated group of Federal employees.

Mr. JOHNSTON of South Carolina. I yield back the remainder of my time.

Mr. CHURCH. My time has been exhausted.

Mr. JOHNSON of Texas. Mr. President, I hope the amendment will not be adopted. I do not believe we should say, "Brothers, we will give you a pay raise; sisters, we will not give you one."

I do not think we should say to the postal workers, "We recognize your faithful, dedicated service to the Government"; but to a civil service clerk on duty at some remote post, "We are going to reduce your pay." I believe we ought to deal with all these people equitably and fairly.

The committees have carefully considered this measure. They began with a 10 percent provision, and then reduced it to 9 percent, and now have reduced it to 7½ percent. I believe they have dealt equitably and fairly with these employees.

I do not think we wish to say we will give a postal carrier a pay increase, but will not give a civilian employee in Guam an increase in pay. I do not believe it fair to provide a pay increase to one group, but to ignore another in that connection.

Mr. President, admittedly, savings could be made. For instance, we could have cut in half the Defense Department appropriations we considered and passed, yesterday; but I do not think such procedure would be wise.

Therefore, Mr. President, I hope the amendment will be decisively rejected.

Mr. KERR. Mr. President—

Mr. JOHNSTON of South Carolina. Mr. President, I yield 1 minute to the Senator from Oklahoma.

The PRESIDING OFFICER. The Senator from Oklahoma is recognized for 1 minute.

Mr. KERR. Mr. President, I wish to congratulate the committee on the work it has done.

I am glad the bill it has reported provides for a pay increase for the postal

employees and for all the other employees, equitably.

Mr. JOHNSON of Texas. Mr. President, I yield back the remainder of the time under my control.

The PRESIDING OFFICER (Mr. Moss in the chair). All time on the amendment has either been used or been yielded back.

The question is on agreeing to the amendment of the Senator from Idaho [Mr. CHURCH]. On this question, the yeas and nays have been ordered; and the clerk will call the roll.

The Chief Clerk called the roll.

Mr. MANSFIELD. I announce that the Senator from Colorado [Mr. CARROLL], the Senator from California [Mr. ENGLE], the Senator from Arizona [Mr. HAYDEN], the Senator from Georgia [Mr. RUSSELL], the Senator from Mississippi [Mr. STENNIS], and the Senator from Texas [Mr. YARBOROUGH] are absent on official business.

I also announce that the Senator from Arkansas [Mr. FULBRIGHT] and the Senator from Missouri [Mr. HENNINGS] are absent because of illness.

I further announce that the Senator from Tennessee [Mr. KEFAUVER], the Senator from Massachusetts [Mr. KENNEDY], the Senator from Michigan [Mr. McNAMARA], the Senator from Oregon [Mr. MORSE] and the Senator from Wyoming [Mr. O'MAHONEY] are necessarily absent.

I further announce that, if present and voting, the Senator from Colorado [Mr. Carroll], the Senator from California [Mr. ENGLE], the Senator from Mississippi [Mr. STENNIS], the Senator from Texas [Mr. YARBOROUGH], the Senator from Arkansas [Mr. FULBRIGHT], the Senator from Missouri [Mr. HENNINGS], the Senator from Tennessee [Mr. KEFAUVER], the Senator from Massachusetts [Mr. KENNEDY], the Senator from Michigan [Mr. McNAMARA], and the Senator from Oregon [Mr. MORSE] would each vote "nay."

Mr. KUCHEL. I announce that the Senator from Maryland [Mr. BUTLER] is absent because of illness.

The Senator from Indiana [Mr. CAPEHART] is absent by leave of the Senate.

The Senator from New Hampshire [Mr. COTTON] and the Senator from Nebraska [Mr. HRUSKA] are necessarily absent.

The Senator from South Dakota [Mr. MUNDT] and the Senator from Kansas [Mr. SCHOEPP] are absent on official business.

The Senator from North Dakota [Mr. YOUNG] is detained on official business.

If present and voting, the Senator from Nebraska [Mr. HRUSKA] and the Senator from Kansas [Mr. SCHOEPP] would each vote "nay."

The result was announced—yeas 22, nays 58, as follows:

[Roll No. 226]

YEAS—22

Brunsdale	Ervin	Saltonstall
Case, S. Dak.	Frear	Talmadge
Chavez	Goldwater	Thurmond
Church	Hickenlooper	Wiley
Cooper	Holland	Williams, Del.
Curtis	Lausche	Young, Ohio
Dworshak	Lusk	
Ellender	McClellan	

NAYS—58

Aiken	Gore	Mansfield
Allott	Green	Martin
Anderson	Gruening	Monroney
Bartlett	Hart	Morton
Beall	Hartke	Moss
Bennett	Hill	Murray
Bible	Humphrey	Muskie
Bridges	Jackson	Pastore
Bush	Javits	Prouty
Byrd, Va.	Johnston, Tex.	Proxmire
Byrd, W. Va.	Johnston, S.C.	Randolph
Cannon	Jordan	Robertson
Carlson	Keating	Scott
Case, N.J.	Kerr	Smathers
Clark	Kuchel	Smith
Dirksen	Long, Hawaii	Sparkman
Dodd	Long, La.	Symington
Douglas	McCarthy	Williams, N.J.
Eastland	McGee	
Fong	Magnuson	

NOT VOTING—20

Butler	Hennings	O'Mahoney
Capehart	Hruska	Russell
Carroll	Kefauver	Schoepfel
Cotton	Kennedy	Stennis
Engle	McNamara	Yarborough
Fulbright	Morse	Young, N. Dak.
Hayden	Mundt	

So Mr. CHURCH's amendment was rejected.

Mr. JOHNSON of Texas. Mr. President, I move to reconsider the vote by which the amendment was rejected.

Mr. JOHNSTON of South Carolina. Mr. President, I move to lay that motion on the table.

The motion to lay on the table was agreed to.

The PRESIDING OFFICER. The bill is open to further amendment.

Mr. DIRKSEN. Mr. President, I send an amendment to the desk, which I ask to have stated.

The PRESIDING OFFICER. The amendment of the Senator from Illinois will be stated.

The LEGISLATIVE CLERK. It is proposed to strike out all after the enacting clause and insert in lieu thereof:

The rates of pay of Federal employees should be generally comparable to rates paid by private enterprise for similar work, should adequately recognize differences in difficulty and responsibility of work and provide material incentive to advance in the service, and should be governed by rules of administration which make pay a useful tool of management.

In accordance with this policy the President is authorized and directed.

1. To adjust the rates of pay in the Classification Act of 1949, as amended, the Postal Field Service Pay Act, the Veterans Benefit Act as amended, and the Foreign Service Act as amended, to levels generally comparable with those reported by the Bureau of Labor Statistics as a result of its current survey of pay rates in private enterprise.

2. To revise the pay structures in the said acts in order to insure internal equity and to provide adequate incentives for advancement.

3. To establish rules for administration and use of the pay rates thus established.

The President is authorized and directed to make these adjustments and revisions effective as of the first day of the first pay period which begins on or after January 1, 1961.

Mr. DIRKSEN. Mr. President, I yield myself 15 minutes.

The PRESIDING OFFICER. The Senator is recognized for 15 minutes.

Mr. DIRKSEN. Mr. President, this pay bill has indeed done a grand shuffle. When it first began it started at a level of 23 percent. The second approach was at the level of 15 percent. The third ap-

proach was at the level of 9 percent. The bill that is presently before us calls for an increase of 7½ percent.

If it is applied generally across the board to 1,700,000 workers, it is very easy to calculate the budget impact of the bill. Just figure \$100 million for every 1 percent of pay increase, and that makes an easy rule-of-thumb calculation.

It seems amazing to me to make this proposal in view of the fact that in the Labor appropriation bill for fiscal 1960 we provided a sum of \$1 million, of which \$500,000 was earmarked for a study of so-called comparability of remuneration in government, as distinguished from industry. That job was assigned to the Bureau of Labor Statistics. Our present information is that they have completed this work in some 30 metropolitan centers. It is intended to do the job in something over 80 centers. It will not be completed until September of this year.

The whole purpose of this study, in the hands of people in an agency created by Congress, was to determine what the disparity was between the pay in business and industry and the pay in government. It raises this interesting question: Do we not want to wait for this survey to be completed? Are we afraid that results of the survey will cause us to confess that this afternoon we have wasted \$500,000 of the people's money? Why have the survey? We are the ones who indicated it in the first instance, and I think it is long overdue. That kind of survey should have been made some years ago, because the question of what the pay is in industry as compared with what it is in government, or vice versa, continues to arise like some annual specter whenever we deal with the pay structure.

The amendment now at the desk operates from that stance, and it is very simple. It strikes out everything in the bill except the enacting clause, and it not only authorizes, but directs, the President of the United States to readjust the pay, and also the pay structures and the inequities that have become almost rigid in the pay structure, and do it by the next pay period after January 1, 1961.

It has to be done, as the amendment provides, at levels that will be generally comparable with those reported by the Bureau of Labor Statistics, as a result of its current survey, of pay rates in private enterprise.

I am ready to see this problem resolved. I should like to see it resolved. We continue to rush up hill and then we rush down hill again. If one examined the testimony on the 23 percent increase bill, he would find it was just as intense, just as passionate, just as persuasive as the testimony on the 15-percent bill.

If Senators will examine the testimony with respect to the 9-percent pay raise bill, they will observe that the same arguments were made as were made for the larger percentages. It was said the employees could not get along without the increase. This "bogey" continues to haunt us from time to time.

What is proposed is a sensible approach, unless we want to confess we

have no confidence in the Bureau of Labor Statistics and that we are afraid of the results, which will not be known until sometime close to election. Are we afraid the issue will not be resolved until after the Congress adjourns? I am content to abide the issue. I am content to do so now.

If this agency in the Department of Labor, on which we lavish large sums of money every year, has any value at all, then of course we could well wait until the study has been completed. The free enterprise system of this country uses the agency figures. The business structure of this country uses those figures. The other agencies of the Government use those figures. Are the Senate and the House to say, "That is perfectly all right, but we do not want to bother about those figures." That would be an amazing confession, to say the least.

We can say, "Well, we 'kissed' \$500,000 goodbye. The devil with this study. The devil with the Bureau of Labor Statistics. We will ignore them. We will not wait."

We could say that, notwithstanding the fact that it takes a given amount of time, always, to assemble the data and to do the job. Once the job is done, the amendment provides that upon the basis of the levels which are ascertained, to get comparability with remuneration in industry, the President "is authorized and directed to make these adjustments and revisions effective as of the first day of the first pay period which begins on or after January 1, 1961."

I listened with interest to the argument of the distinguished Senator from Idaho. Much of the burden of his argument was that there are no real, factual data, except in the case of the postal workers. That is the point the Bureau of the Budget makes. The Director of the Bureau of the Budget appeared before the Committee on Post Office and Civil Service.

Incidentally, this is a good time to come to grips with the question of how the President may feel. The President of the United States supports the Director of the Bureau of the Budget. The Budget Director does not take a position unless he confers with the President.

On the 28th of April the Budget Director appeared before the House Committee on Post Office and Civil Service. I read one sentence from what he said. It needs no further argument:

The administration finds no justification at this time for enactment of any legislation which would provide general increases in salary rates under the Classification Act, the Postal Field Service Pay Act, and other statutory pay systems.

The Budget Director elaborated. The whole statement can be compressed, I think, in a minute of time.

The reason for the position is that the enactment of the general salary increases would ignore the only sound principle of Federal pay fixing, which is reasonable comparability. That is the reason we set up the survey group. We are waiting for the study to be completed. We are waiting for the results.

The second reason the Director of the Bureau of the Budget assigned was that,

based on information presently available, enactment of any flat percentage or dollar increase would result in excessive salary rates in some grades and possibly inadequate salary rates in other grades.

We can compress this in a few words—rigidities and inequities which have persisted in the salary structure.

The third reason put forth is that any salary increase would be without sound factual justification. We are waiting for the data.

Realizing, of course, the rather intense circumstances under which the bill was rushed along, and the desire that no amendment be agreed to, so as to avoid a conference, in order to send the bill to the President of the United States, to make sure there will be no pocket veto, it seems to me in that kind of haste we are playing with the fiscal responsibility of the country, because three-quarters of a billion dollars are involved in the bill.

I am not insensible to all of the arguments which have been made, but I do not wish to be pushed into this thing when the Budget Director tells us there is no factual foundation, the comparability study has not been completed, and the inequities still persist. Certainly they do.

Mr. CASE of South Dakota. Mr. President, will the Senator yield to me?

Mr. DIRKSEN. If the Senator will permit, I should like to finish a thought or two first.

I know how easy it is to assail the Budget Director. That seems to be a common indoor sport in Congress today.

I simply remind Senators that in 1921 we passed the Budget and Accounting Act. In that act, among other things, we set up a Bureau of the Budget and named a Director of the Budget. The Director has been carrying on since that time. If Senators want to know what are his responsibilities, they can examine the 1921 law. His business is to help the President determine how to most efficiently and economically operate this Government. His business is to give aid to the committees of the Congress. That is what the law provides. His business is to have the departmental budget officers get their material together and come in to pool their information, so that there can be some responsible fiscal operation in Government.

There was a time when at the end of a session of Congress nobody knew what were the fiscal circumstances. Every committee, prior to 1921, not only took action upon its own proposed legislation, but also took action upon proposed appropriations. There was a wilderness until the act was passed to correct it.

That is the responsibility of the Budget Director. I will say, with respect to Maurice Stans, the present Director, he is in my judgment not one of the most, but—I think—the most capable Budget Director who has occupied that office since the Budget and Accounting Act of 1921 was passed, and I make absolutely no exception.

The job of the Director of the Budget is to move into this matter, to advise the President, and to advise the com-

mittees of Congress. That he has done. The only way we are going to properly resolve the issue now, as I see it, is to strike out everything after the enacting clause and to authorize and direct the President to readjust the pay schedules, the pay rates, and the structure, after this survey has been completed in September, after he has the factual foundation to determine pay comparability and to do the job properly. In my book, it is that simple. I have nothing more to say. I am prepared to yield back the remainder of my time, and I am ready to vote.

Mr. CASE of South Dakota and Mr. BUSH addressed the Chair.

Mr. DIRKSEN. Mr. President, I yield to the Senator from South Dakota.

Mr. CASE of South Dakota. The Senator has referred to the bill as involving three-quarter billion dollars, and the same reference has been made at other times during the debate. I wish to point out to the Senator that this is an annual recurring cost.

Mr. DIRKSEN. Yes.

Mr. CASE of South Dakota. This bill does not involve merely three-quarter billion dollars. Yesterday we were talking about appropriations for the Department of Defense. The price tag for an item might be three-quarter billion dollars, or so many hundred million dollars, or something else, but it represented a one-time purchase. In this instance, if we pass the bill, without having the benefit of the study the Senator has suggested, we shall be committing the country to an annual expenditure of an additional three-quarter billion dollars.

Mr. DIRKSEN. Exactly. I am reminded of the story of the fellow in jail back home. When I walked across the courthouse yard I said, "What are you in for?"

He replied, "Larceny."

I said, "For how long?"

He said, "From now on."

Mr. President, this is going to be from now on.

Mr. BUSH. Mr. President, will the Senator from Illinois yield 10 minutes to me in order to enable me to speak in support of the amendment at the proper time?

Mr. DIRKSEN. I shall be delighted to do so.

Mr. CHAVEZ. Mr. President, will the Senator yield?

Mr. DIRKSEN. I yield.

Mr. CHAVEZ. I ask the Senator from Illinois the difference between raising the wages of employees of the U.S. Government and the proposed appropriation of \$4 billion for foreign aid, which we considered this morning in committee?

Mr. DIRKSEN. Mr. President, I see that argument advanced in letters, and it is easy and appealing. I will explain the difference. The Constitution provides that provision shall be made for the common defense. Foreign aid, misnamed "mutual security," is a collective security arrangement and a program enacted by Congress in pursuant of a constitutional principle. By that law the Commander in Chief and the Congress, in its capacity as the exclusive legislative and law-making body of the Govern-

ment, undertakes in partnership to subserve the interest of common defense, which involves all of the 179,200,000 people in this country, and not just a group. That is the difference.

Mr. CHAVEZ. Where are we to get the help about which the Senator is talking?

Mr. DIRKSEN. What help?

Mr. CHAVEZ. Help for foreign aid to enable Uncle Sam to get along in the world. I ask the Senator where we are getting with respect to Japan, Korea, the Philippines, and Turkey.

Mr. DIRKSEN. Mr. President, I did not know that we were going to debate the mutual security bill this afternoon. If we are, I had better ask for an extension of time for 2 or 3 hours to enable me to get my notes. We may as well consider the bill now as later. I thought we were debating a pay bill and attempting to find a factual, equitable, and reasonable basis on which to act, since we are dealing with 1,570,000 people, which is quite different from the interests of 179 million men, women, and children, and probably quite different from the interests of 67 million people who file income tax returns in this country and who have some stake in the matter.

Mr. CHAVEZ. Mr. President, will the Senator yield further?

Mr. DIRKSEN. I yield.

Mr. CHAVEZ. I do not run easily. I do not care what is said. I prefer to take care of the American girl in Washington and in New Mexico and in Illinois than to help elsewhere. That is the only difference between the attitude of the Senator from Illinois and myself. I wish to take care of our girls.

Mr. DIRKSEN. I do not quite get the point of my distinguished colleague from New Mexico.

Mr. CHAVEZ. Probably the Senator does not want to get the idea.

Mr. DIRKSEN. I have some interest in all the people of this country, including even the taxpayers, who must make up the money which we appropriate, since it comes from the general revenue.

Mr. CHAVEZ. Does the Senator worry about the \$4 billion that is appropriated for foreign aid?

Mr. DIRKSEN. I answered my friend a moment ago and tried to debate the subject on the high ground of constitutional responsibility for the defense and survival of this country, which takes it out of the narrow course in which sometimes we move.

I yield now to the distinguished Senator from Connecticut [Mr. BUSH] 10 minutes, if I still have 10 minutes remaining.

Mr. BUSH. Mr. President, the basic issue of our times is whether the United States, a republic with a representative form of government based upon free elections, can compete successfully with the totalitarian dictatorship which rule the Soviet Union and her Far Eastern ally, Communist China.

I believe we can, once the American people, and their representatives in Congress, awaken to the realities we face. But I must confess, Mr. President, that there are grounds for pessimism when one considers the record of this Con-

gress to date, and especially the political cynicism which has brought this pay increase bill for Government employees before us today.

World tensions have been heightened by Khrushchev's torpedoing of the summit conference, and by renewed Communist pressure to drive us from our oversea bases, as evidenced by the rioting in Japan.

In recognition of the increased danger created by these and other events on the international stage, the Senate on yesterday increased the defense budget by more than \$1 billion.

But, Mr. President, our national security, our military strength, is based upon the financial stability, and the credit of the United States. While appropriating billions for defense, we seem determined to undermine those foundations upon which our defense rests by refusing to exercise fiscal responsibility.

President Eisenhower submitted a budget with an estimated surplus of \$4.2 billion, which is needed to retire some of our huge national debt and thus strengthen the credit of the National Government.

The committees in charge of taxation have refused to approve his recommendations for raising the revenues required to achieve that surplus. Nondefense spending has been proposed far in excess of the President's budget.

Unless we exercise restraint and insist upon fiscal responsibility, not only will we wipe out the projected surplus but also run the danger of incurring an inflationary deficit in the coming fiscal year.

In the Washington Daily News of today is an editorial entitled "Rush to a Deficit," which says, in part:

In the rush toward adjournment, our convention-minded Congress is showing a reckless tendency to play fast and loose with our hard-earned dollars.

As the outlook now adds up, extra spending of nearly \$5 billion is in the works—more than the surplus President Eisenhower had estimated for next year. And an optimistic estimate it was, too.

Mr. President, I ask unanimous consent that the editorial be printed in the RECORD at this point in my remarks.

There being no objection, the editorial was ordered to be printed in the RECORD, as follows:

RUSH TO A DEFICIT

In the rush toward adjournment, our convention-minded Congress is showing a reckless tendency to play fast and loose with our hard-earned dollars.

The trend is to more spending and less income—a sure route to inflation.

While the Senate Finance Committee, over the objections of its wisest heads, was voting to cripple the Government's revenue by cutting some obnoxious but productive taxes, other committees were trying to outdo each other in new ways to spend.

The House voted to raise Government salaries, and a Senate committee promptly approved the plan. Increases in spending for housing, welfare and defense were being eagerly pushed.

As the outlook now adds up, extra spending of nearly \$5 billion is in the works—more than the surplus President Eisenhower had estimated for next year. And an optimistic estimate it was, too.

The transportation, telephone and telegram taxes the Senate committee has voted

to repeal were imposed on a temporary basis because of the Korean war. They have been reimposed year after year, simply because the Government needed the money. The Government needs the money no less now.

Repeal of these taxes would be desirable in normal times. So would the repeal of any taxes. But there is only one practical way to reduce taxes—and that is by first reducing spending. The waste and overspending in the Government is sinful. But a worse crime against the people would be inflation—robbing the dollar of its integrity by running up the Government's debt.

The same finance committee which voted to take away \$752 million of the Government's income by reducing the transportation and communication taxes also found it necessary to raise—again—the Government's legal debt limit to \$293 billion, \$4 billion more than what the Government now owes. The spending, tax-cutting schemes Congress is cooking up may put temporary icing in our cake—but deficit-made inflation will take away the cake.

Mr. BUSH. The pending pay increase bill would unwisely add \$750 million to Government spending, not only in the coming fiscal year, but in all the years to come.

I say unwisely, because we do not have the facts before us upon which to base a judgment concerning what amounts of salary increases, and for what positions, are needed to compensate Government workers fairly, and to attract the skills the Federal service requires.

Only last year, we appropriated \$500,000 to enable the Bureau of Labor Statistics to conduct a study to determine those facts. The Bureau is scheduled to submit a report in September of this year, so that carefully considered legislation may be drafted for submission to the next Congress to provide pay adjustments for all employees to compensate for cost-of-living increases, and to correct inequities which exist in the salary schedules.

As the Senator from Illinois has said, we would waste or throw out the window \$500,000 of the taxpayers' money by passing a bill which takes the shotgun approach of increasing all salaries across the board by 7½ percent for most Government employees, and by more than 8 percent for the postal workers.

The bill has been brought before us for one reason and one reason only: politics in a presidential election year. We might as well face it. That is why we are facing the bill.

Organizations of postal workers, and of other Government employees, have brought heavy pressures to bear upon Members of the Senate and of the other body. There have been threats, sometimes veiled and sometimes bluntly stated, that Members who vote against the pay bill will suffer at the polls. It is surrender to these pressures that has brought the bill to the Senate floor today.

The political cynicism behind the bill lies in the fact that it is well known that it is entirely unacceptable to the President of the United States.

Testimony has been submitted to that effect by the Director of the Bureau of the Budget, and by Senators on the floor today.

Some feel secure in voting for it, with the knowledge that the President will rescue them from what they know is folly by a veto. Others feel confident

that there will be sufficient votes to override the veto. In either case, it is hoped to gain some political advantage by voting "for" the Government employees, and picturing the administration as being "against" them.

This kind of political maneuvering may be acceptable in normal times. In the days in which we live, when the United States and the entire free world are in increased danger from Communist aggression, I, for one, will have no part of it.

Mr. President, I have voted in the past for salary increases for postal and other Government workers. I expect I shall do so again. But I shall not so vote until I have a solid base of facts upon which to form a judgment.

I have consulted with postal workers from my own State during all my 8 years of service in the Senate, and especially in the past few months. I enjoy friendships among them, and have a sympathetic understanding of their problems.

I have carefully considered all the information they have presented to me, and all the information I could obtain from other sources.

The levels of postal salaries have been compared with those of State government employees in Connecticut, and with wages in industrial and nonindustrial employment in my State and elsewhere.

Although it is difficult to draw comparisons, a general conclusion can be reached. It has not been demonstrated that the salaries of postal workers and other Federal workers lag behind those prevailing in the Connecticut State government service, or in private employment in my own State. On the contrary, the evidence at hand indicates that these Federal employees are keeping pace, and, in some instances, enjoy advantages over those in private employment or the State service.

Mr. President, the attempt has been made to picture this administration as being unconcerned with the welfare of the postal employees. The record over the past 7½ years refutes that unfounded charge. In pay and fringe benefits, totaling \$544,323,000 in the first year and increasing in succeeding years, these actions have been taken:

First. Direct pay increases totaling approximately 20 percent, for a first-year cost of \$436,831,000.

Second. Greatly liberalized retirement benefits, with an added first-year cost of \$10,538,000.

Third. Group life insurance, at a first-year cost of \$7,103,000.

Fourth. Group health insurance, with an estimated first-year cost of \$37,963,000.

The PRESIDING OFFICER (Mr. Moss in the chair). The time of the Senator has expired.

Mr. BUSH. I yield myself 10 minutes on the bill.

Fifth. Executive order holiday benefits for rural carriers, and Saturday holiday benefits which guarantee each employee eight paid holidays per year, with first-year costs of \$4,433,000.

Sixth. Additional equipment allowance for rural carriers, with first-year costs of \$6,800,000.

Seventh. Increased travel allowances, with first-year costs of \$4,100,000.

Eighth. Tax-free uniform allowances of up to \$100 per uniformed employee each year, with first-year costs of \$13,600,000.

Ninth. Biweekly pay periods, providing one extra day's pay per year, with a first-year cost of \$6,700,000.

Tenth. Military leave for substitute employees, at a first-year cost of \$2,800,000.

Eleventh. Longevity pay for substitute employees, at a first-year cost of \$765,000.

Twelfth. Unemployment compensation, with an estimated first-year cost to the Federal Government, attributable to postal employment, of \$7,200,000.

Thirteenth. Free fidelity bonds at an estimated annual savings to postal employees of \$776,280 and a cost to the Department of \$190,000.

Fourteenth. Social security coverage extended to temporary employees, at a first-year cost of \$5,300,000.

I do not think that is the picture of an administration which is not interested in postal employees; on the contrary, it is evidence of the very deep interest the administration has for people who are working for the Government.

I am confident that the administration will continue to give fair treatment to its employees in the postal service, as well as to those in the classified service. I am confident that when the study ordered by Congress at a cost of \$500,000 is completed in September, legislation to provide fair and equitable adjustments in compensation for all Government employees will be drafted and submitted to the next Congress. I am confident that it will be legislation that Members of the Senate can support.

If the Dirksen amendment shall be agreed to, and I hope it will be, the President will have before Congress in January of next year a schedule of pay adjustments and increases which will be made in the light of the study for which we are paying \$500,000 of the taxpayers' money.

To enact the bill now before the Senate would be an act of fiscal irresponsibility, and demonstrate a failure to recognize the dangers we face. For the reasons I have stated, Mr. President, I shall support the amendment offered by the Senator from Illinois.

I have given a great deal of study to this issue. I have spent more time on it than on anything I have been involved in during this year. I have talked to people in my own State and I have talked to the Chairman of the Civil Service Commission, as well as to members of the committee. I have also read volumes about it. I am satisfied that the jobs in the Post Office Department and in the classified service are in demand. Certainly that does not indicate that the Government is not offering comparable compensation with the State government or with private firms in commerce and industry, at least within the State of Connecticut. On the contrary, it indicates we need more information, and certain knowledge concerning inequities which may exist, before we can legislate fairly in the interests of all Federal employees.

Furthermore, the record shows that the "quit rate," as it is called, of people leaving the service, is lower than in private industry, which indicates that people are reluctant to leave Government service.

I hope that the Senate will adopt the Dirksen amendment. I believe that the report which we are about to receive in September will be a competent one, that it will be a report which will have been painstakingly and carefully prepared by people who are competent to make such an objective study. With this guidance, the President will, I hope, make what adjustments may be necessary, to treat fairly our Government employees.

I yield back the remainder of my time.

Mr. KERR. Mr. President, will the Senator yield?

Mr. BUSH. I yield.

Mr. KERR. I am much interested in the statement the Senator made concerning the number of applicants for postal or other Government jobs because those jobs would be better than the jobs which the persons are now in. Would the Senator know if those persons are persons whose economic condition is worse as a result of their trying to make a living under Benson's farm program?

Mr. BUSH. Not many persons in Connecticut are displaced by the Benson farm program. Most of the people in Connecticut have been strongly behind Mr. Benson, and approve his farm policies.

Mr. KERR. Most of the people in Oklahoma are behind him, too, but for different purposes. [Laughter.]

Mr. CHAVEZ. Mr. President, will the Senator from South Carolina yield time to me?

Mr. JOHNSTON of South Carolina. I yield 2 minutes to the Senator from New Mexico.

THREE HUNDRED AND FIFTIETH ANNIVERSARY OF THE FOUNDING OF NEW MEXICO

Mr. CHAVEZ. Mr. President, I am against the amendment and for the committee bill. That is certain. But before continuing with the debate on the bill, I should like to call the attention of the Senate to another matter. First, I am so glad that the Senators from Indiana are present.

It seems to me quite fitting that we should take a few moments to divert our attention from the turmoil and tumult of these riotous times and give heed to a significant event in my glorious State of New Mexico. Beginning June 17 and for 1 crowded week, the good people of my State, and especially those of Santa Fe, will celebrate the 350th anniversary of the founding of New Mexico. Everybody in the State, from Gov. John Burroughs and Mayor Leo T. Murphy, of Santa Fe, will join in this observance, basking in the past glories and looking forward to greater progress.

An event of the opening day of these festivities is worthy of note. Through the cooperation of its producers, Metro-Goldwyn-Mayer, there will be a special performance of the new motion picture, "Ben-Hur," and the Governor and mayor have proclaimed June 17 as Ben-Hur Day in the anniversary celebration. Why

"Ben-Hur"? There is an interesting story behind that question; perhaps, my good colleagues the Senators from Indiana [Mr. CAPEHART and Mr. HARTKE] would prefer I did not tell the story. But the folks back home think I should.

"Ben-Hur" is a New Mexico product, and its author is being honored as one of the picturesque and courageous citizens of Santa Fe. Indiana and Crawfordsville, Ind., like to make similar claims to the origin of "Ben-Hur" and the citizenship of its author. But the record indicates that, at least, the honors must be shared. Gen. Lew Wallace, Civil War hero, Minister to Turkey, politician, and author, wrote the inspiring novel, "Ben-Hur." He began the book while living in Crawfordsville, Ind., but he finished it while he served as Governor of the Territory of New Mexico from 1878 to 1881. Wallace was a fantastic character; he was sent to New Mexico by President Hayes to try to clean up the territory which then was ridden by all of the lawlessness and problems of the early pioneer days. Among Wallace's problems was a young fellow known as Billy the Kid, who had the territory terrorized. Wallace contrived to have Billy give himself up, eventually. Prior to that the Kid swore to get Wallace. The fearless war hero refused to let the Kid or anybody else deter him from finishing the final chapters of "Ben-Hur." Wallace, stubbornly ignoring his wife's fears and protests, refused to draw the shades of his window as he sat writing at night. He made a perfect target for Billy the Kid. It was in that spirit that Wallace went about improving conditions in the old New Mexico. Now, 80 years later, Wallace and his immortal "Ben-Hur" are being honored in Santa Fe and throughout New Mexico.

I hope our Indiana friends will not mind.

Mr. HARTKE. Mr. President, will the Senator yield?

Mr. CHAVEZ. I yield.

The PRESIDING OFFICER. The time of the Senator from New Mexico has expired.

Mr. DIRKSEN. I yield 2 minutes on the bill to the Senator from New Mexico.

Mr. HARTKE. I thank the Senator from New Mexico for acknowledging the fact that Lew Wallace came from Indiana. The generosity of Indiana is well known. We are glad to share such a distinguished leader with New Mexico.

I observed that Lew Wallace went to New Mexico to clean things up and did a pretty good job of cleaning them up. He went further and helped to develop the State of New Mexico.

One of the finest persons ever to come out of that State is the Senator who made the statement. He is one in a long line of the heritage of New Mexico.

Mr. CHAVEZ. I acknowledge that fact that if it had not been for Lew Wallace, I might not be here.

Indiana has contributed much to New Mexico throughout the years. So have Vermont and New Hampshire. New Mexico would not have a railroad if it had not been for Vermont and New Hampshire brains and Boston money.

That is true also of the State of the distinguished junior Senator from Kan-

sas [Mr. CARLSON]. The Atchison, Topeka, and Santa Fe Railroad was built from Kansas into New Mexico. That railroad would not have been built to the Pacific Coast if it had not been for Vermont brains and Boston money.

ADJUSTMENT OF COMPENSATION OF CERTAIN FEDERAL OFFICERS AND EMPLOYEES

The Senate resumed the consideration of the bill (H.R. 9883) to adjust the rates of basic compensation of certain officers and employees of the Federal Government, and for other purposes.

The PRESIDING OFFICER. The question is on agreeing to the amendment of the Senator from Illinois [Mr. DIRKSEN].

Mr. DIRKSEN. Mr. President, on the amendment, I ask for the yeas and nays. The yeas and nays were not ordered.

Mr. DIRKSEN. Mr. President, how much time have I remaining?

The PRESIDING OFFICER. The Senator from Illinois has 54 minutes remaining on the bill.

Mr. DIRKSEN. Mr. President, in my own time, I suggest the absence of a quorum.

Mr. SALTONSTALL. Mr. President, will the Senator withhold his suggestion of the absence of a quorum?

Mr. DIRKSEN. Mr. President, I withdraw my suggestion of the absence of a quorum.

TRANSFER OF CERTAIN LANDS AND IMPROVEMENTS TO MASSACHUSETTS PORT AUTHORITY

Mr. SALTONSTALL. Mr. President, I ask unanimous consent to take time from both sides on the amendment to ask, on behalf of the chairman of the Committee on Armed Services, the distinguished Senator from Georgia [Mr. RUSSELL], that the Chair appoint a committee of conference.

Mr. JOHNSTON of South Carolina. Mr. President, I ask that the Senator from Massachusetts be permitted to do that.

The PRESIDING OFFICER. With objection, it is so ordered.

The PRESIDING OFFICER laid before the Senate a message from the House of Representatives announcing its disagreement to the amendment of the Senate to the bill (H.R. 5888) to authorize the Secretary of the Navy to transfer to the Massachusetts Port Authority, an instrumentality of the Commonwealth of Massachusetts, certain lands and improvements thereon comprising a portion of the so-called E Street Annex, South Boston Annex, Boston Naval Shipyard, in South Boston, Mass., in exchange for certain other lands, and requesting a conference with the Senate on the disagreeing votes of the two Houses thereon.

Mr. SALTONSTALL. I move that the Senate insist upon its amendment, agree to the request of the House for a conference, and that the Chair appoint the conferees on the part of the Senate.

The motion was agreed to; and the

Presiding Officer appointed Mr. RUSSELL, Mr. STENNIS, Mr. JACKSON, Mr. SALTONSTALL, and Mr. CASE of South Dakota conferees on the part of the Senate.

ADJUSTMENT OF COMPENSATION OF CERTAIN FEDERAL OFFICERS AND EMPLOYEES

The Senate resumed the consideration of the bill (H.R. 9883) to adjust the rates of basic compensation of certain officers and employees of the Federal Government, and for other purposes.

Mr. DIRKSEN. Mr. President, I renew my request for the yeas and nays on the amendment.

The yeas and nays were ordered.

Mr. GOLDWATER. Mr. President, will the Senator yield time to me?

Mr. DIRKSEN. Mr. President, I yield 5 minutes on the bill to the Senator from Arizona.

Mr. GOLDWATER. Mr. President, I support the amendment of the Senator from Illinois and shall explain why I do so.

Since I have been in this body, we have approached all the problems concerning salary increases in the Government from the wrong angle. Instead of determining what the probable salary should be vis-a-vis Government and private employment, we have merely jumped at some figure, sometimes a round number, sometimes not so round, to determine what the Federal employees should receive as a pay increase.

Mr. President, the greatest danger to the payrolls of America is the Federal Government itself, as we go along in our irresponsible way, spending billions of dollars that we do not have. Only 2 years ago we went through the process of increasing the pay of the postal workers and the Federal employees; and at that time I told my friends in the employ of the Federal Government that if we did not stop this reckless spending, we would negate, within 2 years, the increases we gave them. That seems to have come true, Mr. President.

The real problem is inflation, and one of the greatest contributing causes to inflation is continued deficit spending.

Recently, I was privileged to read a speech which Mr. Maurice Stans made not so long ago. I wish to read part of that speech into the Record, so that Senators will understand what we are doing and so that when Federal employees and other employees come to us and say to us that the dollar is not buying as much as it used to, we can take credit for that development.

Mr. Stans said:

Where is the Federal budget headed in the coming decade? I can tell you this, as a statistical fact and not a prediction: If we continue the trend of the past several decades for just another 10 years we will have budget expenditures of \$160 billion by 1970. Impossible? So it seems. Yet it is not a bit more fantastic than the increases we have already scored, from \$3 billion in 1930 to \$9 billion in 1940, to \$40 billion in 1950, to almost \$80 billion in 1960.

The Mr. Stans made what I believe is a very sobering statement, as it relates

to the fiscal situation in this country. He said:

Fact No. 1 is that our present national debt of \$290 billion is far from all we owe for the past. This is just the interest-bearing current debt. To really understand what we owe, you have to add in some other things. For example, benefits which we have promised to veterans and their dependents will cost \$300 billion in the years ahead. On top of that, unfinanced Government liabilities for military and civil service retirement plans already come to nearly \$60 billion more.

Mr. President, the \$290 billion in public debt, plus more than \$350 billion of obligations for past services, plus \$90 billion of c.o.d.'s, come to the almost unbelievable total of nearly \$750 billion.

We in the Senate should be fully aware of what we are doing. Every time we endanger our fiscal responsibility, by considering measures such as the one before us today, we are not helping the wage earner of the United States. Instead, by enacting such a measure we would be destroying the wages he earns. What advantage does he gain if we increase his salary by 10 percent, but then decrease the purchasing power of the dollar by 12 percent or 15 percent? To me, the answer to this issue can be found by means of such simple arithmetic.

I believe it is high time that we in this body stop thinking about votes, and begin to think about our responsibilities to the people of the Nation, regardless of whether they work for the Government or whether they work for private industry. We in the Congress must take the responsibility for the position the dollar is in today.

Mr. DIRKSEN. Mr. President, I yield to the Senator from Utah [Mr. BENNETT] 3 minutes.

The PRESIDING OFFICER. The Senator from Utah is recognized for 3 minutes.

Mr. BENNETT. Mr. President, I have been interested in the possible impact of the pending measure on the employees of the State of Utah who more nearly parallel Federal employees than private employees.

Today, I have received some very interesting figures: Using the present pay scales, before the proposed increase, employees of the State of Utah who correspond to Federal GS-2 and GS-3 clerks, are now earning from \$50 to \$60 a month less than their Federal counterparts. If the pending bill goes into effect, it will increase that difference by another \$20 to \$24 a month.

Employees in the State of Utah who correspond to Federal GS-4's in grade are earning approximately \$60 a month less than their Federal counterparts.

Employees in the State of Utah who correspond to Federal GS-7's in grade are earning \$75 a month less, for comparable employment.

The State of Utah employees in the professional group are earning from \$80 to \$90 a month less than the pay received by professional employees of the Federal Government who are engaged in similar work.

The Utah social case workers, who are a semiprofessional group, are earning between \$60 and \$100 a month less

than the pay received by Federal Government employees who perform similar work.

The journeyman mechanics in Utah are being paid \$100 a month less than Federal journeyman mechanics are paid.

I wonder whether we stop to realize the damage we are going to do to the State governments and their employees, particularly in the case of the smaller States far removed from the large metropolitan centers, when we widen this variation. Not only shall we increase the burden on the taxpayers, by reason of the added cost of the Federal payroll; but, in addition, we shall put the taxpayers in many States in a situation in which, by using the Federal Government's example as a lever, attempts will be made to force up the State, county, and municipal payrolls.

So the real burden on the taxpayer may be very much heavier than that represented by the proposed legislation now before us. This is one reason why I am persuaded that under present circumstances I cannot support this measure.

I was also greatly impressed by the statements made by the Senator from Idaho [Mr. CHURCH] with respect to the classified service employees.

Mr. President, when we consider the total impact of all these factors and developments, we realize that rather sobering considerations face us as we prepare to vote on the question of passage of the bill.

Mr. HUMPHREY. Mr. President—

Mr. JOHNSTON of South Carolina. Mr. President, I yield 10 minutes to the Senator from Minnesota.

The PRESIDING OFFICER. The Senator from Minnesota is recognized for 10 minutes.

Mr. HUMPHREY. Mr. President, the amendment offered by the minority leader, the Senator from Illinois [Mr. DIRKSEN] is, of course, an amendment in the nature of a substitute for the entire text of the pending pay bill.

First of all, I desire to commend the chairman of the Committee on Post Office and Civil Service and the other members of that committee for the prompt consideration they have given the Federal workers pay raise bill, following its passage on Wednesday of this week by the House of Representatives, by the overwhelming vote of 378 to 40.

The vote in the House of Representatives, especially in view of the opposition of the administration to pay raise legislation, is very significant and encouraging.

It indicates that the vast majority of the Members of Congress are convinced that the case for Federal pay raise legislation is sound and that the time to act is at hand. It also gives those of us who have been advocating a fair pay raise for Federal employees reason to believe that even if the President should veto this measure there are sufficient votes in the Congress to override the veto.

I intend to support the bill as reported from the committee. I earnestly hope that the bill is not further amended here in the Senate, because if it is, the

chances of obtaining its enactment this session will be seriously dampened. We may be sure that if the bill is amended and returned to the House, the opponents of pay raise legislation—and the administration in particular—will do all in their power to kill it through delaying tactics, in these few remaining days of the session.

I am confident that the Senate will approve the bill as reported from committee and that it will be sent to the President by such a large vote in its favor that the President will realize that his veto will not prevent its enactment.

In June of 1959 there were 2,380,000 civilian employees on the Federal payroll. It has been 30 years since there has been a thoroughgoing review of the compensation scales. There have been dozens of plans put together in a piecemeal fashion. The three major pay systems in use now include: first, the Classification Act, and under this fall 970,000 employees; second, the Postal Pay Act with 470,000 employees; and third, Army, Air Force, and Navy with 480,000 employees.

To delay the pay raise now being considered, the argument has been offered that there are those who do not deserve this pay raise and that we must wait for the results of a Bureau of Labor Statistics survey to be completed in September 1960. I am confident that this survey will show that the wages of Federal employees are not comparable—by and large—with wages for similar work in private industry. I do not believe that such a delay is either necessary or warranted.

This is certainly true in the case of the postal employees. There is no reason to delay. The temporary increase of 2½ percent of 2 years ago must be approved. As the result of a survey by the National Association of Letter Carriers, 24,878 budgets of members were studied; 74.9 percent—almost 75 percent—had to seek other income sources or have their wives work. Ninety-six percent reported that they were unable to live on their present salaries.

It is more than interesting to note that the Federal Housing Administration has determined that a letter carrier with 25 years service, earning \$5,170 per year, does not have a sufficient income to purchase a \$15,000 home under an FHA 30-year mortgage. An income of \$5,384 is necessary. The average salary of a letter carrier is only \$89.23 per week.

Every individual needs sufficient funds to keep abreast of the times. Federal salaries must be commensurate with salaries paid in private industry. There is a time element involved here. We are dealing with human beings, faced with an increase in the cost of living. Classified workers and post office employees have received only two pay raises under the present administration. Three pay raises passed by Congress have been vetoed. Salaries fixed by statute have not been adjusted in any timely or adequate manner in response to general changes and rises in non-Federal salaries.

Pay raises have become an annual occurrence in most industries, but not for

Federal employees. While other workers have received 14 or 15 pay increases since 1945, total increases in Federal employees' wages number 7. Postal employees have received four. Salaries of the greater number of employees continues to lag far behind the rising price level. It is not just to require the classified and postal employees to wait for the possibility of the coordination of the other minor pay systems at some future date.

From July 1951 to November 1959, postal clerks' wage increases averaged 38½ cents an hour, or approximately 20 percent, while workers in all industries received average increases of 70 cents an hour, or in excess of 45 percent. This marks a lag of 25 percent between July 1951 and November 1959 for postal clerks.

The postal clerks are not alone. Millions of Government employees face the same situation. They cannot wait to eat and to live. They must go on with their own family lives.

If, just for a moment, one assumes that classified employees were paid in 100-cent dollars in early 1939, it becomes apparent that the employee has lost much more than appears on the surface. A GS-5 salary would have to be increased 5.2 percent to make it equal in purchasing power to 1939. A GS-7 salary is worth \$263 less, and in the higher brackets the gap is much wider. To restore 1939 purchasing power today, between 3- and 61-percent raises are needed at different levels.

It is obvious that wages of comparable situations in private industry are far ahead of wages in Government employment. There are perhaps one or two grades at which they are equal, but from these lowest grades on up, pay in private industry far exceeds Government pay in managerial, scientific, and technical fields. The higher the level, the greater the gap. At GS-18, non-Federal pay is approximately \$22,500 per year, while Federal employees receive \$15,500. This low wage scale creates a great deal of difficulty in recruiting and maintaining workers.

It now costs the Federal Government \$900 to train a new employee in the postal service. At the same time, a trained man is utilized to instruct the new man. One thousand eight hundred dollars is now tied up in these two men. The turnover rate in the postal service is by no means small. Each time a man leaves, the Federal Government loses \$900. A satisfactory salary, which would keep these men in service would, in the long run, be less expensive than the wage increase. These men can rarely earn more than \$5,175 per year, and then only after 25 years' service. Frequently, they must learn difficult postal schemes on their own time and at their own expense. Is it any wonder that they leave this service?

Recently, United States Steel granted an increase to its office clerical workers, an increase in wages already higher than those of classified Federal employees in comparable positions. A file clerk in Federal service receives \$3,825 per year. A United States Steel file clerk now re-

ceives \$4,430, and by October 1961 will receive \$4,722. Government tabulating machine operators receive \$4,325, while those with United States Steel receive \$5,299 and will receive \$5,753 by October 1961.

Sperry Gyroscope Co., International Harvester Co., and Chrysler Corp. pay between \$4,320 and \$5,186 per year for stenographers, typists, and key punch operators. In the Federal service, these positions are classified in GS-2 to GS-4, for which the maximum pay is \$4,325. Only one of the private industry rates is in this category, most are comparable to GS-5.

Guards in private industry in the St. Paul-Minneapolis area receive \$2.17 an hour. Guards, rated GS-2, receive a highest pay of \$1.84. In 1939, postal letter carriers wages were generally greater than policemen. Today it is the opposite.

The whole body of Federal employees is working for the benefit of industry and for the well-being of the entire Nation. Industry could not efficiently function without the post office or the many services provided by the departments. Government engineers, scientists, and medical men benefit all the people. A fair salary is one that is compatible with business and justifiable in cost. To wait for the current survey is an unnecessary delay ignoring all previous studies and surveys. It is important that the Senate take favorable action on this bill now.

I wish to comment briefly on the amendment proposed by the Senator from Illinois. Last evening, when the housing bill was discussed in the Senate, there was considerable debate on concentration of power in the Executive and the fact that the Congress was directing the President to put something in a message. The ghost of constitutionality was raised. We were told it would violate the Constitution. We were told by one Senator that we were pioneering on new ground. I realize that for the Republican leadership that is a rather dangerous adventure, but we were reminded this was something we should not do.

The housing bill called upon the President to make recommendations in his message to the Congress, and it was stated that, in furtherance of the realization of this goal, the President shall transmit to the Senate and the House of Representatives, after the beginning of each session of the Congress, but not later than January 20th, a report which shall include certain specified items.

Mr. President, this was not going to cost anybody anything. It was not said that the President was going to legislate by edict. All we were suggesting was that the President take cognizance of certain developments in the housing picture, certain housing needs of the American people, and that he make known those observations through a message to the Congress.

The minority leader led the fight against that proposal, which he called extreme legislation. He said the President would veto a bill which directed him to do such a thing as that. Yet the minority leader today brings in a substitute that provides that the President

shall be authorized and directed to adjust the pay scales in the Classification Act of 1949, as amended, the Postal Field Service Pay Act, the Veterans' Benefit Act, as amended, and the Foreign Service Act, as amended, to levels generally comparable with those reported by the Bureau of Labor Statistics as a result of its current survey of pay rates in private enterprise.

Then the substitute proposal of the Senator from Illinois directs the President to do two more things: to revise the pay structures in the several acts in order to insure internal equity and to provide adequate incentives for administration, and to establish rules for administration.

Is not this interesting? Last night, less than 24 hours from this hour, the minority leader admonished us not to direct the President to put anything in a message, that it would be dangerous, that the President would veto it. There were speeches on the floor of the Senate to the effect that to direct him to lay down a blueprint in terms of planning in the field of housing would give the President too much power. I was reminded last night that this was almost socialism. But today the same spokesmen—and I put that word in the plural—say now the President should act like a little dictator. He shall set the pay rates for Federal employees who work for the Government of the United States, a Government that consists of the Congress as well as the executive branch, and the President shall not only set the pay rates, but he is authorized and directed to make such adjustments as his own Bureau of Labor Statistics advises him to make.

Mr. CLARK. Mr. President, will the Senator yield?

Mr. HUMPHREY. I yield.

Mr. CLARK. The Senator makes a very powerful argument, but, to be very candid, is the Senator not of the opinion that the minority leader was wrong both times?

Mr. HUMPHREY. It is not only my opinion, but I think it can be demonstrated to be a fact.

This is a delaying tactic. That is another reason why this is being done. We can be sure that there will be men in the other body of equal capability and ingenuity who will be able to use some kind of delaying tactics, and the Federal worker will get no help or no justice from his Government.

I have heard speeches made today about what the proposed pay raises would do to the Federal budget. I heard what the pay increase would do to inflation. I wonder where the words are, I say most respectfully, in behalf of the wage earners, when prices go up? I have not heard many speeches from the other side of the aisle when steel prices have gone up time after time. I have not heard many complaints from the other side of the aisle about interest rates going up. I say to my colleagues on the other side of the aisle that the average wage earner will pay more in increased interest than he will receive from the pay increase as provided in this bill.

I have not heard any Senator on the other side of the aisle condemn anyone

for the inflation in the cost of money, which takes its toll out of everyone who buys anything on time. This is a credit economy, in which the largest single item in the cost of living is the cost of money.

Furthermore, I heard one Senator say that we shall pay more to Federal employees than is paid in Utah. There is an answer to that: Raise the wages in Utah. That is the answer.

I would like to have some of our colleagues demonstrate as much concern over the worker's interest as they seem to demonstrate over what they call this item of inflation.

What would be the cost of the proposal of the Senator from Illinois? We have no figures that indicate the cost. On the one hand, it is being paraded before us as though it is of benefit to the workers. If it is beneficial, it is going to cost something. On the other hand, some speakers say it is beneficial because it will not cost anything. Mr. President, we cannot play both sides of the street. The proposal of the Senator from Illinois will result either in increased salaries or decreased salaries, and it seems to me we have a right to know which before we vote on his proposal.

THE PRESIDING OFFICER. The time of the Senator has expired.

Mr. JOHNSTON of South Carolina. I yield 5 minutes more to the Senator from Minnesota.

Mr. HUMPHREY. Finally, let us face the fact that Federal workers have only one place to go. There is no use of their talking about going to see the President. They will not find him in. Let us face it, the Federal workers will not get an audience at the White House. First of all, the President of the United States, when he applies himself to his work, will be a busy man, and the Federal workers will not have an opportunity to make their case if this matter is turned over to the executive branch. If this is turned over to the executive branch, we may as well turn over everything else, because this touches the heart of government.

I am surprised that the advocates of less executive power, the advocates of States rights, come before the Senate with a proposal which would put in the hands of the Executive—the President of the United States—control over the pay scales of workers for the Federal Government, without any regard to the Congress of the United States.

The Constitution says that we shall establish the rate of compensation. The Constitution does not say that the President shall do so. I suggest that we should hold the limited authority and power we have to ourselves.

The point is that Federal workers do not have the right to strike. Federal workers do not have the right of some workers to collective bargaining. Federal workers have only one right. That is the right to appeal to their representatives in Congress for justice.

These workers have never been able to keep up with the wage scales throughout the country. Surely, we can locate a Federal worker here or there who may earn more than is earned by someone in a small country town, but we do not

generalize from those limited statistics. We must consider the total picture.

The facts are that testimony before the committees of Congress has shown that many Federal workers need two jobs in order to maintain a home of modest means.

I have not seen many Federal postal workers or Federal employees spending 2 months on a yacht in the Caribbean. They have a tough time getting enough money together to be able to spend 2 days on a rowboat on a lake in Minnesota.

Those who are always admonishing the workers of this country as to the things they should or should not do are usually in Bermuda, in the Bahamas, at Nassau, or at Miami Beach at \$100 a day, in a swank hotel.

Mr. President, these workers are not overpaid. The tragedy is that the administration always wants to study the pay of the workers. This administration really is guilty of being a slow learner. It studies and studies, and never seems to catch on.

I suggest that the Congress of the United States, after having reviewed these matters in the committees month after month and year after year, is in a better position to know what is the situation than some study commission which has been appointed, which is somewhat removed from the realities of the economic life of the workingman or workingwoman.

There is one thing wrong with the Congress, above all. Too many times it has lost its sensitivity to the needs of the average man, to the needs of the man who does not have a chance to be in the social columns of the local newspaper.

Some of us in the Congress need to stand up to speak for the person who earns \$5,000 a year or \$4,000 a year.

A woman who testified before the committee, who lived in Fort Lauderdale, Fla., said that her husband had a take-home pay of \$89 a week, after 21 years of service with the Federal Government. My friends in the Senate, who have salaries of \$22,500 a year, should try to live on \$89 a week. I have lived with the people long enough to know that it costs a great deal to rear a family.

The Federal Government has an obligation to establish standards, not to be trailing behind. The people who carry the mail, the people who work in our Federal agencies, by and large are fine, good, dedicated people.

One of the reasons there is trouble in America today is that too often it takes two breadwinners in a family to pay for the cost of living. This causes delinquency. This causes problems.

I suggest that the Government of the United States should set a standard under which one breadwinner in a family can earn enough for the mother, the children, the father, and perhaps a relative or so, if need be.

The PRESIDING OFFICER. The time of the Senator from Minnesota has expired.

Mr. JOHNSTON of South Carolina. Mr. President, I yield 5 minutes to the Senator from Wyoming [Mr. McGEE].

The PRESIDING OFFICER. The Senator from Wyoming is recognized for 5 minutes.

Mr. McGEE. Mr. President, I wish to associate myself with the remarks of the distinguished Senator from Minnesota, who has said in terms only he seems capable of commanding the things which need to be said at a moment like this. The Senator has moved me to bring into the focus of the picture today once again a reference I have made on other occasions to an individual whom I have described as a "one-eyed bookkeeper."

The "one-eyed bookkeeper" is the Director of the Bureau of the Budget. "One-eyed bookkeeping" goes on in the Bureau of the Budget.

Let us visualize what this could mean.

The Bureau of the Budget opposes this legislation. In a statement before the Civil Service Committee, Budget Director Stans said:

The administration finds no justification at this time for the enactment of any legislation which would provide general increases in salary rates under the Classification Act, the Postal Field Service Pay Act, and other statutory pay systems.

The Bureau of the Budget is the arm, if not the brain—I sometimes think it is the brain—of this administration.

These, indeed, are the words of the oracle, the words of the "one-eyed bookkeeper."

Mr. President, I make my remarks after examining the Bureau of the Budget's own pay policies, in its own bailiwick, since 1953. What I expected, really, was to find that the Bureau of the Budget, finding no justification for pay raises, was practicing what it preached. I was amazed to discover that since 1953 the average grade level of Bureau of Budget employees has climbed from GS-10.2 to GS-11.1. Despite administration objections, in the last several years the Congress has enacted legislation to increase the pay of the Federal employees.

	General schedule				
	1953	Amount below Bureau of the Budget	1961	Amount below Bureau of the Budget	Change since 1953
Bureau of the Budget.....	10.2	-----	11.1	-----	+0.9
Office of Secretary of the Treasury.....	8.1	-2.1	8.4	-2.7	+ .3
Office of Secretary of the Interior.....	9.0	-1.2	9.3	-1.8	+ .3
Office of Secretary of Health, Education, and Welfare.....	7.7	-2.5	8.2	-2.9	+ .5
Office of Secretary of Agriculture.....	8.6	-1.6	8.7	-2.4	+ .1

Mr. McGEE. Mr. President, two things stand out in this table.

First, the staffs in the Secretaries' offices of these four departments receive salaries which are substantially below those in the Bureau of the Budget.

Second, the Bureau of the Budget has granted its employees, through improved grade levels, far greater increases than have the offices of the four Secretaries enumerated above.

I have not made a detailed analysis of the other agencies in these departments, nor of other departments, but I am certain that such an analysis would support the contention that the Bureau

The pay has continued to go up for the workers at the Bureau of the Budget. Because the Bureau of the Budget has the highest grade level for its employees of any Federal agency, they have on the average received the greatest raises. Since 1953 the average Budget Bureau employee has received an \$1,100 salary increase as a result of pay legislation. These increases are the legitimate increases resulting from action by the Congress despite Presidential vetoes. These are the efforts that the Congress has made to keep the salaries of Federal employees reasonably consistent with those paid in private industry. I emphasize again that this increase for Bureau of the Budget employees occurred despite administration objections.

However, on top of this legitimate increase, the Bureau of the Budget, through raising the average grade of its employees from 10.2 to 11.1, has added approximately another \$1,100 to the salary of each of its employees.

No wonder the Director of the Budget Bureau can find no justification for a general salary increase. When he inquires into his own Bureau he finds that salaries are up and that his employees are "doing very nicely, thank you."

This earns for the Director of the Bureau of the Budget the designation as the "one-eyed bookkeeper." He looks at his own records through one eye, and through the other eye he cannot see and does not see the plight of his brethren.

Mr. President, I have compared what has happened in the Bureau of the Budget with the salaries in the offices of the secretaries of four of our major departments of Government. I ask unanimous consent at this point in my remarks that this table be printed in the RECORD.

There being no objection, the table was ordered to be printed in the RECORD, as follows:

of the Budget has taken good care of its own and has chosen to neglect the rest.

Mr. President, I do not contend that Federal employees should be denied a pay raise. On the contrary, I believe that they are entitled to a raise and I believe especially that the postal employees are entitled to a raise.

My petition is that the "one-eyed bookkeeper" has his principles mixed up and is looking in the wrong direction at what he considers to be the right time. He ought to give the same consideration to other employees of the Federal Government as he gives to his own people.

The PRESIDING OFFICER. The time of the Senator from Wyoming has expired.

Mr. McGEE. Mr. President, will the Senator yield me 2 additional minutes?

Mr. JOHNSTON of South Carolina. I yield 3 minutes to the Senator from Wyoming.

The PRESIDING OFFICER. The Senator from Wyoming is recognized for 3 additional minutes.

Mr. McGEE. Mr. President, how the Bureau can justify the extremely large increases in the Bureau at the same time it asks Congress to hold down salaries of other categories of Federal employees is difficult to comprehend, unless it is rationalized in the "one-eyed bookkeeper" vernacular.

Mr. President, I also believe that the Bureau of the Budget has itself violated all of the arguments it has given in opposition to a general salary increase. If this is not the case, then apparently there is already available sound factual justification for the salary increases proposed in the legislation that the Congress is now considering.

Budget Director Stans in his presentation to the Congress claims that he is not quibbling over insignificant amounts. He said:

If we raise Federal white collar pay levels now on the basis of inadequate information which can make the results merely guesses, and if the September BLS report shows that such increases result in unnecessary or improper expenditures, then we will all have much to regret.

But this is not the situation in the temple of the savers where the high priests of economy are gathered. There has been no difficulty there in justifying a pay raise averaging \$1,100 per employee in addition to the \$1,100 pay raise effective in the Bureau of the Budget as a result of past legislation.

I ask unanimous consent that a table showing the relationship between the average salaries paid the Federal employees in five important conservation agencies in 1953 to those to be paid in 1961, in comparison with the pay scales in the Bureau of the Budget, be printed in the RECORD at this point.

There being no objection, the table was ordered to be printed in the RECORD, as follows:

	Average salaries		
	1953	1961	Increase since 1953
Bureau of the Budget.....	\$6,979	\$9,320	\$2,341
Bureau of Reclamation.....	4,575	6,269	1,694
Geological Survey.....	4,553	6,428	1,875
Soil Conservation Service.....	4,391	5,556	1,165
Forest Service.....	4,655	5,614	959
Agricultural Research Service.....	14,869	6,083	1,214
Bureau of the Budget differential.....	2,110	2,892	-----

¹ Best paid for fiscal year.

Mr. McGEE. These are comparative to the pay scales of the Bureau of the Budget.

Some reference has been made in the Senate to the fact that the proposed legislation will cost us a little more money, and that is is dishonest of Government

to spend this additional money without preparing a tax measure to balance the expenditure. I certainly can agree that it is dishonest not to face up to what this country must do. I am not impressed, however, with the suggestion that generations yet unborn will have to pay these costs. While I, too, am concerned about the future generations, I am likewise concerned about the generations who are still living. They, too, have a right to continue to live in an area where costs continue to rise.

The overhauling and revamping of the Federal pay schedules has long been overdue, and yet this opportunity has been frittered away during the 8 years of the Eisenhower administration.

One serious accomplishment of the administration has been the apparent ability of the Bureau of the Budget to award itself salary increases while holding down the salaries of other Federal employees. This is the spectacle of the "one-eyed bookkeeper."

I conclude by suggesting that not only is the pay legislation before the Congress necessary, but also, I believe the Congress might well give consideration to reducing the salaries in the Bureau of the Budget to the relationship that they had with other Federal salaries in 1953. I would predict that were this suggestion adopted, we would have to appropriate money for the construction of a wailing wall on the White House side of the temple of the savers.

Mr. CASE of South Dakota. Mr. President, will the Senator from Illinois yield?

Mr. DIRKSEN. I yield 5 minutes to the Senator from South Dakota.

Mr. CASE of South Dakota. The proposed amendment of the Senator from Illinois makes a great deal of sense. References have been made during the debate to what is being paid to workers in industry and to people in State governments as compared with what is proposed to be paid to employees of the Federal Government. The amendment of the Senator from Illinois will merely give authority to the President of the United States to adjust the rates of pay. The amendment states in part:

To adjust the rates of pay in the Classification Act of 1949, as amended, the Postal Field Service Pay Act, the Veterans Benefit Act as amended, and the Foreign Service Act as amended, to the levels generally comparable with those reported by the Bureau of Labor Statistics as a result of its current survey of pay rates in private enterprise.

Congress provided half a million dollars for the survey, the results of which are expected to come in September, and it is expected to use the survey as the basis for pay adjustment.

The dislocation of relative pay scales is a problem in a discussion of the cost of living. Established pay scales are thrown out of kilter. Then we try to adjust them, and sometimes there is no good relationship. The final result is relatively little better than the situation that existed at the outset. A cycle is started.

What disturbs me is that we talk about a percentage increase which ranges from 7½ to as much as 8 percent

and even 8½ percent for some employees, thus throwing them farther out of a fair relationship.

In some sections of the Post Office Department the discrepancy between supervisory positions and the rank and file postal workers could be again jeopardized. Only a year or so ago we passed a bill to correct an inequity in the relative pay scales of the general workers and the supervisors.

One of the most glaring inequities that exist today is the fact that the average net income of farm families is only \$2,380. Yet under the proposed legislation we have increases proposed, which affect all Government employees, in which the starting salary for an individual in the civil service rank is \$2,960. The starting pay for the civil service employee of \$2,960 is already \$500 more than the average net income of an entire farm family.

One of the tests of the relative equity of pay scales is the turnover. The Civil Service Commission during 1959 determined that the average quits per month per 100 employees are as follows: 1.25 percent in private industry; 0.70 percent in the Federal Government as a whole; and 0.57 percent in the U.S. postal service. The turnover in private industry is twice as much as the turnover in the postal service, which would certainly indicate that the postal service and the Federal Government as a whole are more attractive places of employment than is private industry.

In my experience I have noted that there seems to be no lack of applicants for postal positions, and I am obliged to believe that at least in South Dakota employment in the postal service is more attractive than vacancies in industry generally.

I asked the Post Office Department about the following figures and I was told that the figures represent their experience over the country:

During the first 3 months of this year 238,000 persons applied for postal positions. That number of applicants is enough to fill more than 40 percent of all the positions which the Post Office Department has. In the New York area there were 37,000 applicants. In the Chicago area there were 14,000; in the Los Angeles area, 12,000; in the San Francisco area, 11,000; in the Philadelphia area, 7,000 plus; in the St. Louis area, over 4,000. Therefore it seems to me that the proper approach is on the basis of the study which the Bureau of Labor Statistics is making to give the President the authority and the responsibility to adjust pay scales to the levels determined by a factual study.

The PRESIDING OFFICER. The time of the Senator from South Dakota has expired.

Mr. KUCHEL. Mr. President, the minority leader has been compelled to leave the Senate for a moment. I ask unanimous consent that I may suggest the absence of a quorum without having the time charged to either side.

The PRESIDING OFFICER. Is there objection? The Chair hears none.

Mr. KUCHEL. Mr. President, I suggest the absence of a quorum.

The PRESIDING OFFICER. The clerk will call the roll.

The legislative clerk proceeded to call the roll.

Mr. JOHNSTON of South Carolina. Mr. President, I ask unanimous consent that the order for a quorum call be rescinded.

The PRESIDING OFFICER. Without objection, it is so ordered.

Mr. JOHNSTON of South Carolina. I have not said anything on the amendment, but I want every Senator to know that I do not approve of the amendment. I am not ready to turn over to any one man, whether he be a Democrat or a Republican, the power to regulate the salaries of 2,300,000 employees of the Government. To do so would be setting up a dictatorship in the United States. We hear a great deal of talk about dictatorships. I believe that in Congress we have yielded entirely too much to the administration in regulating various and sundry things. This is one time that I am not in favor of going this far.

Mr. MONRONEY. Mr. President, will the Senator yield?

Mr. JOHNSTON of South Carolina. I yield.

Mr. MONRONEY. I concur with my distinguished chairman that Congress should not abrogate its powers in this way. Furthermore, I ask the chairman, if we were to grant this power to the President to fix wages, how would we know who in the 9th or 10th or 11th echelon would exercise the powers which Congress would supposedly be granting to the President.

Mr. JOHNSTON of South Carolina. Yes, while he is off somewhere trying to get into some country or other. Perhaps we ought to make him work at least a 40-hour week, if we are going to adopt this kind of amendment.

I yield back the remainder of my time. I believe the other side has used up all its time.

The PRESIDING OFFICER. All time for debate has expired. The question is on agreeing to the amendment offered by the Senator from Illinois [Mr. DIRKSEN]. The yeas and nays have been ordered, and the clerk will call the roll. The legislative clerk called the roll.

Mr. MANSFIELD. I announce that the Senator from Colorado [Mr. CARROLL], the Senator from California [Mr. ENGLE], the Senator from Georgia [Mr. RUSSELL], the Senator from Mississippi [Mr. STENNIS], and the Senator from Texas [Mr. YARBOROUGH] are absent on official business.

I also announce that the Senator from Arkansas [Mr. FULBRIGHT] and the Senator from Missouri [Mr. HENNINGS] are absent because of illness.

I further announce that the Senator from Tennessee [Mr. KEFAUVER], the Senator from Massachusetts [Mr. KENNEDY], the Senator from Michigan [Mr. McNAMARA], the Senator from Oregon [Mr. MORSE], and the Senator from Wyoming [Mr. O'MAHONEY] are necessarily absent.

I further announce that, if present and voting, the Senator from Colorado [Mr. CARROLL], the Senator from Cali-

fornia [Mr. ENGLE], the Senator from Mississippi [Mr. STENNIS], the Senator from Texas [Mr. YARBOROUGH], the Senator from Arkansas [Mr. FULBRIGHT], the Senator from Missouri [Mr. HENNINGS], the Senator from Tennessee [Mr. KEFAUVER], the Senator from Massachusetts [Mr. KENNEDY], the Senator from Michigan [Mr. McNAMARA], and the Senator from Oregon [Mr. MORSE] would each vote "nay."

Mr. KUCHEL. I announce that the Senator from Maryland [Mr. BUTLER] is absent because of illness.

The Senator from Indiana [Mr. CAPEHART] is absent by leave of the Senate.

The Senator from New Hampshire [Mr. COTTON] and the Senator from Nebraska [Mr. HRUSKA] are necessarily absent.

The Senator from Iowa [Mr. HICKENLOOPER], the Senator from South Dakota [Mr. MUNDT], and the Senator from Kansas [Mr. SCHOEPEL] are absent on official business.

On this vote the Senator from Nebraska [Mr. HRUSKA] is paired with the Senator from Kansas [Mr. SCHOEPEL]. If present and voting, the Senator from Nebraska [Mr. HRUSKA], would vote "yea," and the Senator from Kansas [Mr. SCHOEPEL], would vote "nay."

The result was announced—yeas 11, nays 70, as follows:

[No. 227]

YEAS—11

Bennett
Brunsdale
Bush
Case, S. Dak.

Cooper
Curtis
Dirksen
Goldwater

Morton
Wiley
Williams, Del.

NAYS—70

Alken
Allott
Anderson
Bartlett
Beall
Bible
Bridges
Byrd, Va.
Byrd, W. Va.
Cannon
Carlson
Case, N.J.
Chavez
Church
Clark
Dodd
Douglas
Dworshak
Eastland
Ellender
Ervin
Fong
Frear
Gore

Green
Gruening
Hart
Hartke
Hayden
Hill
Holland
Humphrey
Jackson
Javits
Johnson, Tex.
Johnston, S.C.
Jordan
Keating
Kerr
Kuchel
Lausche
Long, Hawaii
Long, La.
Lusk
McCarthy
McClellan
McGee
Magnuson

Mansfield
Martin
Monroney
Moss
Murray
Muskie
Pastore
Prouty
Proxmire
Randolph
Robertson
Saltonstall
Scott
Smathers
Smith
Sparkman
Symington
Talmadge
Thurmond
Williams, N.J.
Young, N. Dak.
Young, Ohio

NOT VOTING—19

Butler
Capehart
Carroll
Cotton
Engle
Fulbright
Hennings

Hickenlooper
Hruska
Kefauver
Kennedy
McNamara
Morse
Mundt

O'Mahoney
Russell
Schoepel
Stennis
Yarborough

So Mr. DIRKSEN's amendment was rejected.

Mr. JOHNSTON of South Carolina. Mr. President, I move to reconsider the vote by which the amendment was rejected.

Mr. JOHNSON of Texas. I move to lay that motion on the table.

The motion to lay on the table was agreed to.

The PRESIDING OFFICER. The bill is open to further amendment.

Mr. DIRKSEN. Mr. President, I offer the amendment which I send to the desk and ask to have stated.

The PRESIDING OFFICER. The amendment will be stated.

Mr. DIRKSEN. Mr. President, if I may have the attention of the Senate for a minute, I can save the trouble of reading the amendment, although I ask unanimous consent that it be printed in the RECORD.

There being no objection, the amendment was ordered to be printed in the RECORD as follows:

On page 22, at the end of line 24 insert a new title numbered three.

"TITLE III—TO READJUST POSTAL RATES, AND FOR OTHER PURPOSES

"First class mail

"SEC. 2. (a) That part of the first section of the joint resolution of June 30, 1947, as amended (61 Stat. 213, 72 Stat. 138, 39 U.S.C. 280), which precedes the proviso, is amended by striking out '4 cents' and inserting in lieu thereof '5 cents'.

"(b) Section 1 of the Act of October 30, 1951 (65 Stat. 672; 39 U.S.C. 280), as amended, is further amended—

"(1) by striking out '3 cents' wherever appearing in subsection (a) and inserting in lieu thereof '4 cents'; and

"(2) by striking out '3 cents' in subsection (b) and inserting in lieu thereof '4 cents'.

"Domestic air mail

"SEC. 3. Section 201 of the Postal Rate Revision and Federal Employee Salary Act of 1948 (62 Stat. 1261; 39 U.S.C. 463a), as amended, is further amended—

"(1) by striking out '7 cents' in the first sentence and inserting in lieu thereof '8 cents'; and

"(2) by striking out '5 cents' in the second sentence and inserting in lieu thereof '6 cents'.

"Air parcel post

"SEC. 4. Section 1 of the Act of June 29, 1948 (62 Stat. 1097; 39 U.S.C. 475), is amended—

"(1) by striking out the words 'for the period of two years' appearing in paragraph (1); and

"(2) by adding the following sentence to paragraph (1): 'In no event shall the rate of postage on air mail of the first class weighing in excess of eight ounces be less than the rate prescribed in section 2(a) of this Act.'

"Second-class mail

"SEC. 5. (a) The postage rates for publications entered as second-class mail when mailed for delivery at the office of original entry is one-half cent per copy mailed when delivery is made through post office boxes, general delivery or by rural or star route carriers.

"(b) The postage rate for publications entered as second-class mail when mailed for delivery at the office of mailing by city or village letter carrier or when mailed at the office where it is entered for delivery by city or village letter carriers at a different office within the delivery limits of which the headquarters or general business office of the publisher is located is 1 cent for each copy weighing two ounces or less or 2 cents for each copy weighing more than two ounces or the zone-pound rates provided in subsection (c) of this section, whichever is higher.

"(c) The postage rates on publications entered as second-class mail not entitled to be mailed at the rates in subsections (a) and (b) of this section (including sample copies to the extent of 10 per centum of the weight of copies mailed to subscribers during the calendar year), when mailed by the pub-

lishers thereof from the post office of publication and entry or other post office where entry is authorized, or when mailed by news agents registered as such under regulations prescribed by the Postmaster General to actual subscribers or to other news agents for the purpose of sale are one-half cent for each individually addressed copy or package of unaddressed copies and in addition the pound rates set forth in the following table:

Advertising portion	Mailed during calendar year 1960	Mailed after Dec. 31, 1960
	Cents	Cents
Zones 1 and 2.....	2.6	3.0
Zone 3.....	3.5	4.0
Zone 4.....	5.2	6.0
Zone 5.....	7.0	8.0
Zone 6.....	8.7	10.0
Zone 7.....	11.0	12.0
Zone 8.....	12.5	14.0
Nonadvertising portion...	2.3	2.5

Publications having over 75 per centum advertising in more than one-half of their issues during any twelve months' period shall not be accepted for mailing as second-class matter and their entry shall be revoked, except that for the purpose of this proviso only, a charge made solely for the publication of transportation schedules, fares, and related information shall not be construed as constituting a charge for advertising.

"(d) The rate of postage on copies of publications having second-class entry mailed by others than the publishers or authorized news agents, sample copies mailed by the publishers in excess of the 10 per centum allowance entitled to be sent at the pound rates, and copies mailed by the publishers to persons who may not be included in the required legitimate list of subscribers, shall be 2 cents for the first two ounces and 1 cent for each additional ounce or fraction thereof, except when the postage at the rate prescribed for fourth-class matter is lower, in which case the latter rates shall apply, computed on each individually addressed copy or package of unaddressed copies, and not on the bulk rate of the copies and packages.

"(e) For the purpose of this section, the portion of a publication devoted to advertisements shall include all advertisements inserted in and attached permanently to the publication.

"(f) The Postmaster General may require publishers to separate or make up to zones, in such a manner as he may direct, all mail matter of the second class when offered for mailing.

"(g) With the first mailing of each issue of each publication entered as second-class mail, the publisher shall file with the postmaster a copy of such issue together with a statement containing such information as the Postmaster General may prescribe for determining the postage chargeable thereon.

"Controlled circulation publications"

"Sec. 6. Section 203 of the Postal Rate Revision and Federal Employees Salary Act of 1948 (62 Stat. 1262; 39 U.S.C. 291b), as amended, is further amended—

"(1) by striking out '12 cents' and inserting in lieu thereof '14 cents'; and

"(2) by striking out '1 cent' and inserting in lieu thereof '3 cents'.

"Third-class mail"

"Sec. 7. Section 3 of the Act of October 30, 1951 (65 Stat. 673; 39 U.S.C. 290a-1), as amended, is further amended—

"(1) by striking out '3 cents' from that part of the section which precedes the first proviso and inserting in lieu thereof '4 cents'; and

"(2) by striking out '1½ cents' from that part of the section which precedes the pro-

viso and inserting in lieu thereof '2 cents'; and

"(3) by striking out 'twenty pounds' from the first proviso of said section and inserting in lieu thereof 'forty pounds'; and

"(4) by striking out '16 cents' from the second proviso of said section and inserting in lieu thereof '18 cents'; and

"(5) by striking out from the second proviso of said section, whenever they appear therein the words '2½ cents when mailed on or after such date' and inserting in lieu thereof '2½ cents when mailed on or after July 1, 1960, and prior to January 1, 1961, and 3 cents when mailed on or after January 1, 1961'.

"(6) by striking out '10 cents' from the second proviso of said section and inserting in lieu thereof '14 cents'.

"(7) by striking out '3½ cents' from the third proviso of said section and inserting in lieu thereof '4½ cents'.

"Fourth-class mail"

"Sec. 8. (a) Section 204(d) of the Postal Rate Revision and Federal Employees Salary Act of 1948 (39 U.S.C. 292a(d)), as amended, is further amended—

"(1) by striking out '9 cents' and inserting in lieu thereof '10 cents'; and

"(2) by striking out '5 cents' and inserting in lieu thereof '6 cents'.

"(b) Section 204(e) of the Postal Rate Revision and Federal Employees Salary Act of 1948 (39 U.S.C. 292(e)), as amended, is further amended—

"(1) by striking out '4 cents' and inserting in lieu thereof '5 cents'; and

"(2) by striking out '1 cent' and inserting in lieu thereof '3 cents'.

"Repeals"

"Sec. 9. The following provisions of law are hereby repealed:

"(1) Section 5 of the Act of June 23, 1874 (18 Stat. 232; 39 U.S.C. 283); and

"(2) Sections 1101, 1102, 1103, and 1106 of the Act of October 3, 1917 (40 Stat. 327; 39 U.S.C. 283, 287); and

"(3) Sections 202 and 203 of the Act of February 28, 1925, as amended (43 Stat. 1066, 1067; 39 U.S.C. 283, 287); and

"(4) Subsections (a), (b), (c), and (e) of section 204 of the Act of May 27, 1958 (39 U.S.C. 283); and

"(5) Section 25 of the Act of March 3, 1879, as amended (20 Stat. 361; 39 U.S.C. 286); and

"(6) Section 2 of the Act of October 30, 1951 (65 Stat. 672; 39 U.S.C. 289a).

"Sec. 10. (a) The provisions of this section and sections 1, 2, 3, 4, 5, 6, 7, (1), (2), (5), and (7), 8, and 9 of this Act shall become effective on July 1, 1960.

"(b) The provisions of section 7 (3), (4), and (6) of this Act shall become effective on January 1, 1961."

Mr. DIRKSEN. Mr. President, the amendment is in the form of a bill I introduced in March of this year. It provides for an increase in postal rates in first-, second-, and third-class postage. I know that the amendment is not germane under the germaneness clause in the unanimous-consent agreement. I confess that in my momentary ineptitude in the hurly-burly of things, I was not looking down the road far enough at the time I looked at the division of time and the allowance of hours on the amendments when the unanimous-consent agreement was adopted. I shall not quarrel about that. I shall not ask for any violation of the rules. I freely admit that the amendment is subject to a point of order, if any Senator cares to make a point of order.

The PRESIDING OFFICER. The Senator from Illinois may proceed.

Mr. DIRKSEN. Mr. President, in conformity with an informal understanding I have with the chairman of the committee, the distinguished Senator from South Carolina [Mr. JOHNSTON] I shall take only a few minutes for an explanation and will be very brief.

This is a measure I introduced in March. It was sent to me by the Postmaster General. It had the approval of the President. What it is designed to do is this: On first-class letters or first-class mail, it would raise an estimated \$409 million. On airmail it would raise \$18 million. On second-class mail it would raise \$46 million. On other items it would raise \$85 million. It is estimated, therefore, that the amendment would raise \$554 million.

The bill has been the subject of hearings before the House Committee on Post Office and Civil Service.

If we are to vote money with which to pay employees, we shall have to find the money somewhere. I asked the Bureau of the Budget today for a statement covering the most nearly current period—and the statement is dated June 16—to ascertain now where we stand, with respect, first, to the revenue measures asked for by the President which have been denied; the unbudgeted proposals to increase expenditures, some of which have not yet been enacted, but which would be a threat to the budget; and then the unbudgeted proposals, which would reduce revenue.

I point out that the Committee on Finance, as I understand, has taken action to repeal the telephone tax and to repeal taxes on other items. The distinguished Senator from Florida [Mr. SMATHERS] has just reported a bill from the Committee on Finance. The revenue involved, as I understand, is estimated at between \$150 and \$250 million.

We have done nothing about aviation fuel. The proposal requested by the President is estimated to produce \$89 million.

The discontinuance of the telephone tax would, in the first fiscal year, cost \$346 million. There are other items with respect to budget proposals which would have an impact of roughly \$1.5 billion.

As I sum up the rest of the items, they amount to \$3.2 billion.

So the grand total is a little more than \$5 billion.

It can be seen that if we continue to spend money—and \$750 million is provided in this bill—an estimated and much-hoped-for surplus of \$4.2 billion, when the budget was submitted, is rapidly and gradually and constantly going down the drain.

Congress may still do something about it, but I would be remiss in my duty if I did not say that in proportion as we spend \$1 billion over the budget estimate in the Defense bill, and \$750 million in this bill, somewhere, if we are to have a balanced budget, we shall have to find revenues, instead of chopping revenues out of the budget and then denying a Presidential request for revenue. That is all I have to say on this subject.

Mr. CURTIS. Mr. President, will the Senator from Illinois yield?

Mr. DIRKSEN. I yield.

Mr. CURTIS. I shall support the Senator's amendment. I shall do so because I feel, as the Senator has stated, that as a matter of fiscal policy that must be done.

In doing so, I am aware that we do not have the benefit of any hearings or a committee report on this amendment or on the bill itself.

Although I wish to go on record as being in favor of increased postal revenues, I likewise wish the RECORD to show that I do not adopt in detail the provisions of the Senator's amendment.

Mr. JAVITS. Mr. President, will the Senator from Illinois yield?

Mr. DIRKSEN. I yield.

Mr. JAVITS. Can the minority leader tell us the answer to a question which I shall now submit? It is charged that if the amendment of the minority leader is added to the bill, it will result in killing the bill; it is said that the House will not accept the amendment, and that the result will be to destroy the bill.

On the other hand, a number of Senators, including myself, are perfectly willing to vote for increased postal rates, in order to meet our responsibilities.

Can the Senator from Illinois tell us—and the majority leader is also in the Chamber, and I also direct this question to him—whether, if we defeat this amendment at this time, we shall have an opportunity to vote on the question of increasing the postal rates?

Mr. DIRKSEN. I can only say that the effort has been made over a period of time, but it has not succeeded. We have a terrific deficit—nearly \$600 million—in the Post Office Department alone. If we add \$236 million for the postal workers, by means of this bill, the postal deficit will be more than \$836 million, which must be taken out of the general revenue; and, therefore, this deficit in the operations of this Government agency will become a charge against the taxpayers and against the Treasury generally. I do not believe that is a sound way to run a Government department, and I do not believe it is sound financing.

Mr. President, I shall not request a yea-and-nay vote on the question of agreeing to this amendment. I simply say to the Senate and to the country that not long ago we were greatly inspired by the hope that there would be a \$4 billion surplus and that there might be a tax reduction for the beleaguered taxpayers of the country; but I am afraid all that is going down the drain.

I may add that perhaps yet today we shall consider the Health, Education, and Welfare Department bill; and I think the amount it calls for is in the neighborhood—according to the version reported by the Senate committee—of \$400 million over the budget. Perhaps we can chop all of it out of the mutual security funds; I do not know. But I doubt it.

Mr. JAVITS. I should like to ask the majority leader that question. Will we have an opportunity—if this amendment is defeated at this time—to vote at this

session of the Congress on the question of increasing the postal rates?

Mr. JOHNSON of Texas. I am informed that the House committee yesterday killed a proposal on postal-rate increases, by a vote of 14 to 7. I am further informed that the proposal offered by the distinguished minority leader is the first program of the administration, and is not its revised plan. I think it has a new plan, which is different from the one he offered in January.

Mr. DIRKSEN. I revised this, in order to make it conform.

Mr. JOHNSON of Texas. I think the Senate should consider a rate bill; and I am prepared to vote for a rate bill of that type, although at this time I do not wish to go into the specifics. I do not know that it will be reported before we leave for the conventions, if we do. I think it should be considered on its merits. I do not think it fair to the employees to make the fate of the pay bill for them dependent on the success of a measure of the sort referred to, which already has been defeated in the House committee; and in view of the fact that the House committee defeated it by a 2 to 1 margin, certainly it is unlikely that the House as a whole would do otherwise.

But I should like to see the committee begin to evolve a formula which would provide us with more revenue.

Mr. JAVITS. Of course, that situation puts me in the position of believing that this is the only chance we shall have to vote to make the income meet the outgo. I think most Senators wish to do the things which need to be done, whether in regard to research or in regard to paying the Government employees properly or in regard to foreign aid. Of course, I very much favor foreign aid. I also wish to have the Government pay its bills.

I respectfully submit that if we do not receive those opportunities from the committees, then we have to do what the minority leader is doing; namely, utilize the rules of the Senate to attach such proposals to any bills that are available.

Mr. DIRKSEN. First, let me assure the Senator from New York that this proposal is not designed to kill this bill. I am opposed to this bill, and I have been opposed to it from the beginning. I shall do my best to get the President to veto it, if he will listen to me; and I may have something to say about it—I do not know. But that is not the design of this amendment.

We know that, as the bill now stands, its cost, if it is enacted into law, will be \$750 million.

I suppose the bill will be passed. I am reasonably confident that the House would override a veto of the bill. I hope the Senate would sustain a veto.

But the record must be made, and I want to make it as we proceed. I do not want anyone in the country to be able to say, at any time, "If you were interested in fiscal sanity and fiscal responsibility, why did you not concretely offer something to offset the expenditure of \$750 million?"

The amendment is offered in the utmost good faith.

If I were to undertake to embarrass anyone, I might ask for a vote on the

amendment by a show of hands, or for a year-and-nay vote on the amendment. But I shall not do so.

I am quite content to let the RECORD stand as it now is.

Mr. JAVITS. Mr. President, I shall support the amendment of the Senator from Illinois, because I think he is doing the only thing that can be done in order to demonstrate that we are willing to pay the bill if we wish to provide benefits for the people whom we think need to receive benefits.

Mr. DIRKSEN. That is well spoken.

Mr. JOHNSON of Texas. Mr. President, I am ready to vote.

Mr. JOHNSTON of South Carolina. Mr. President, I should like to say to the Senate that we find ourselves in this position because we have always considered this a revenue matter, and we always wait until the House sends us the revenue bills.

It may be news to some Senators to know that the money which is raised from the Post Office operations does not go into the Post Office Department funds, but goes into the general fund; and then the Department goes to the general fund, as does every other department, for the money it needs.

We once passed such a bill, and sent it to the House of Representatives. But the House sent it back to us, with a note saying:

We in the House originate the revenue measures.

For that reason, we find ourselves in this position at the present time.

I realize that something should be done. But I wish to call attention to the fact that in the case of second-class mail, the increase in rates will go into effect on July 1.

As regards third-class mail, another increase in rates will come next January. That will result from the original bill which we passed in 1958, which at that time increased the revenue for the Post Office Department approximately \$547 million.

Mr. DIRKSEN. Mr. President, when the Congress passed the Postal Pay Raise Act of 1958, it said—and it was recorded as clearly as print could set it forth—that after making allowance for the things that can be charged to the postal service, there shall be a rate adjustment in order to provide the revenues with which to meet the expenditures of the Department. But we have been remiss in the duty of carrying out the very thing we solemnly wrote into the law only 2 years ago. The words are so clear that they cannot be mistaken. I take that responsibility pretty seriously, and it is the reason why I have offered this proposal.

I am grateful to my distinguished friend the chairman of the committee for not making a point of order. I am not going to ask for a record vote, but I shall ask for a division, and I will let it go at that.

Mr. BUSH. Mr. President, will the Senator yield 1 minute to me?

Mr. DIRKSEN. Yes.

Mr. BUSH. I commend the Senator for bringing up this amendment, and I wish to associate myself with the Sen-

ator from New York in approving the proposal and declaring, in view of the fact that there is not to be a record vote, that I wish to support the Senator's amendment.

Mr. LAUSCHE. Mr. President, will the Senator yield?

Mr. DIRKSEN. Yes.

Mr. LAUSCHE. I subscribe to the comments made by the Senator from New York. I received a letter from a citizen of Ohio who said, "I have been your friend all your life. Viewing things as they are going, I have a recommendation to make to you. While you are in the Senate, vote for every spending program, against every taxing bill, and for every tax repeal bill."

I pondered his advice, and I wondered whether that was the glorious path to eternal membership in the Senate.

Let me point out that in this session we have acted on several money bills. We repealed the cabaret tax. It is now being proposed to repeal the excise tax on telephone use and other taxes. We increased the subsidy to the merchant marine.

In the tax field, we have gone only in the direction of reducing revenues, even though we know that in 24 out of the last 29 years we have had deficits. But what are we doing in regard to spending? Every spending proposal that has been offered has received approval. Every proposal to attempt to set the budget in balance has been rejected. Mr. President, it just cannot be. There must come an eventual accounting.

I shall vote for the postal rate increase, although I do not like to connect it to a salary bill. However, under the conditions which prevail, I must do so.

Instead of having a \$4 billion surplus—provided the postal rate increase and gasoline tax increase were adopted—I want the citizens of Ohio to know now that we cannot continue to repeal taxes and increase spending without further cheapening the dollar, without further putting tax burdens upon our children and grandchildren, and without further robbing holders of U.S. bonds and thrifty people who put their money in the banks for their future.

Mr. DWORSHAK. Mr. President, will the Senator yield?

Mr. DIRKSEN. Mr. President, I yield to the Senator from Idaho, and then I shall yield back the remainder of the time I have on the amendment.

Mr. DWORSHAK. Mr. President, the distinguished minority leader has said he hesitates to ask for the yeas and nays on his amendment because he does not want to embarrass Members of this body. Does not the distinguished minority leader agree with me that this body, by its actions day in and day out, is embarrassing the American taxpayer, and embarrassing our children and grandchildren, by forcing them to assume the responsibility of our giving them more government than revenues will justify at this time? When will we reach the time when we stand up and face our responsibility to give the American taxpayer only as much government as we are willing to make him pay for? Does not the Senator think the time has come

when we must stop embarrassing the American people?

The PRESIDING OFFICER. The Senator from Illinois.

Mr. DIRKSEN. I am prepared to yield back my time.

Mr. JOHNSTON of South Carolina. I yield back my time.

The PRESIDING OFFICER. All time on the amendment has been yielded back.

The question is on agreeing to the amendment of the Senator from Illinois. (Putting the question.) The "noes" seem to have it. The "noes" have it.

Mr. DIRKSEN. Mr. President, I ask for a division.

Mr. JOHNSON of Texas. Mr. President, I move to reconsider the vote by which the amendment was defeated.

The PRESIDING OFFICER. The chair states to the Senator from Illinois that the result was announced.

Mr. JOHNSON of Texas. Mr. President, I move to reconsider.

The PRESIDING OFFICER. The question is on the motion to reconsider.

Mr. JOHNSTON of South Carolina. Mr. President, I move to lay the motion to reconsider on the table.

Mr. KUCHEL. Mr. President, a division.

The PRESIDING OFFICER. A division has been requested on the motion to table the motion to reconsider.

Mr. JOHNSON of Texas. Then, Mr. President, I withdraw my motion to reconsider.

The PRESIDING OFFICER. The motion to reconsider is withdrawn.

Mr. JOHNSTON of South Carolina. I withdraw my motion to table.

The PRESIDING OFFICER. Both motions have been withdrawn.

Mr. ERVIN. Mr. President, I rise for the purpose of making a motion to recommit.

I am satisfied, from my study of the subject matter of this bill, that Congress should enact the proposed pay increases for the postal service. I do not feel justified on the facts, however, in voting for the increases totaling about half a billion dollars a year which this bill provides for those in other Government employment.

For those reasons, I move that the bill be recommitted to the Committee on Post Office and Civil Service with instructions that it divide the provisions of this bill into two bills, and report back to the Senate one bill containing the present provisions respecting the postal employees, and a second bill containing the provisions of this bill relating to other Government employees.

Mr. McCLELLAN. Mr. President, will the Senator yield?

Mr. ERVIN. I yield.

The PRESIDING OFFICER. How much time does the Senator yield?

Mr. ERVIN. I yield to the Senator from Arkansas, from the time available to me, whatever time the Senator requires.

Mr. McCLELLAN. Mr. President, I wish to associate myself with the distinguished Senator from North Carolina. I believe the postal pay increase ought

to be passed at this session of Congress. I urgently suggest to my colleague that he make a part of his motion the requirement that the committee separate the bills and report them to the Senate by next Monday, so that the bills can be enacted at this session of Congress. Then we shall have the issues separated. Those of us who feel as the distinguished Senator from North Carolina and I feel, that the postal pay raise is fully justified, and that the other pay raise is not, will have the opportunity to vote for the increase we feel is justified, and will have the opportunity to vote against the increase we feel is not justified. Thus we shall not be put in the position of penalizing those who deserve the pay raise by denying the raise in order to vote against that part of the bill which we feel is not justified—two thirds of the bill in money value—and for which the case has not been made.

Mr. ERVIN. Mr. President, in consequence of the suggestion made by the able and distinguished senior Senator from Arkansas, I amend my motion to recommit so as to provide that the committee shall forthwith report back two bills of the nature specified by me.

Mr. President, I ask for the yeas and nays on the motion.

The yeas and nays were ordered.

Mr. ERVIN. Mr. President, unless the able and distinguished chairman of the committee or some other Senator desires to speak, I yield back the remainder of my time.

Mr. JOHNSON of Texas. Mr. President, we have been in session since early this morning. These issues have been resolved. Senators who have been for the raise for the postal workers have had an opportunity to indicate it. Senators who have favored the increased for all workers have had an opportunity to indicate it.

I hope we shall not spend all day working on the bill and then recommit the bill. I hope the motion to recommit will be defeated, and that we can pass the bill, to give equity and justice to people who are entitled to receive it.

Mr. President, I yield back the remainder of my time.

The PRESIDING OFFICER. All time has been yielded back. The question is on agreeing to the motion of the Senator from North Carolina, to recommit with instructions to report forthwith two bills.

On this motion, the yeas and nays have been ordered, and the clerk will call the roll.

The Chief Clerk called the roll.

Mr. MANSFIELD. I announce that the Senator from Colorado [Mr. CARROLL], the Senator from California [Mr. ENGLE], the Senator from Michigan [Mr. HART], the Senator from Georgia [Mr. RUSSELL], the Senator from Mississippi [Mr. STENNIS], the Senator from Texas, [Mr. YARBOROUGH], and the Senator from Louisiana [Mr. ELLENDER] are absent on official business.

I also announce that the Senator from Missouri [Mr. HENNINGS] and the Senator from Arkansas [Mr. FULBRIGHT] are absent because of illness.

I further announce that the Senator from Massachusetts [Mr. KENNEDY], the

Senator from Tennessee [Mr. KEFAUVER], the Senator from Michigan [Mr. McNAMARA], the Senator from Oregon [Mr. MORSE], and the Senator from Wyoming [Mr. O'MAHONEY] are necessarily absent.

I further announce that, if present and voting, the Senator from Colorado [Mr. CARROLL], the Senator from California [Mr. ENGLE], the Senator from Tennessee [Mr. KEFAUVER], the Senator from Massachusetts [Mr. KENNEDY], the Senator from Oregon [Mr. MORSE], the Senator from Mississippi [Mr. STENNIS], the Senator from Texas [Mr. YARBOROUGH], the Senator from Michigan [Mr. McNAMARA], the Senator from Missouri [Mr. HENNINGS], the Senator from Louisiana [Mr. ELLENDER], and the Senator from Arkansas [Mr. FULBRIGHT] would each vote "nay."

Mr. KUCHEL. I announce that the Senator from Maryland [Mr. BUTLER] is absent because of illness.

The Senator from Indiana [Mr. CAPEHART] is absent by leave of the Senate.

The Senator from New Hampshire [Mr. COTTON] and the Senator from Nebraska [Mr. HRUSKA] are necessarily absent.

The Senator from Iowa [Mr. HICKENLOOPER], the Senator from South Dakota [Mr. MUNDT], and the Senator from Kansas [Mr. SCHOEPEL] are absent on official business.

If present and voting, the Senator from Nebraska [Mr. HRUSKA] and the Senator from Kansas [Mr. SCHOEPEL] would each vote "yea."

The result was announced—yeas 21, nays 56, as follows:

[No. 228]

YEAS—21

Bennett	Dirksen	McClellan
Bridges	Dworshak	Morton
Bush	Ervin	Saltonstall
Case, S. Dak.	Goldwater	Talmadge
Church	Holland	Thurmond
Cooper	Lausche	Wiley
Curtis	Lusk	Williams, Del.

NAYS—56

Alken	Gruening	Martin
Allott	Hart	Monroney
Anderson	Hartke	Moss
Bartlett	Hill	Murray
Beall	Humphrey	Muskie
Bible	Jackson	Pastore
Brunsdale	Javits	Prouty
Byrd, W. Va.	Johnson, Tex.	Proxmire
Cannon	Johnston, S.C.	Randolph
Carlson	Jordan	Robertson
Case, N.J.	Keating	Scott
Clark	Kerr	Smathers
Dodd	Kuchel	Smith
Douglas	Long, Hawaii	Sparkman
Eastland	Long, La.	Symington
Fong	McCarthy	Williams, N.J.
Frear	McGee	Young, N. Dak.
Gore	Magnuson	Young, Ohio
Green	Mansfield	

NOT VOTING—23

Butler	Chavez	Fulbright
Byrd, Va.	Cotton	Hayden
Capehart	Ellender	Hennings
Carroll	Engle	Hickenlooper

Hruska	Morse	Schoeppel
Kefauver	Mundt	Stennis
Kennedy	O'Mahoney	Yarborough
McNamara	Russell	

So Mr. ERVIN's motion to recommit with instructions was rejected.

The PRESIDING OFFICER. The bill is open to further amendment. If there be no further amendment to be proposed, the question is on the third reading of the bill.

The bill was read the third time.

The PRESIDING OFFICER. The question is on the passage of the bill. Is all time yielded back?

Mr. JOHNSTON of South Carolina. I yield back the remainder of my time.

Mr. DIRKSEN. I yield back the remainder of my time.

Mr. JOHNSTON of South Carolina. Mr. President, I ask for the yeas and nays.

The yeas and nays were ordered.

The PRESIDING OFFICER. The question is, Shall the bill pass? On this question the yeas and nays have been ordered, and the clerk will call the roll.

The legislative clerk proceeded to call the roll.

Mr. DIRKSEN (when his name was called). On this vote, I have a live pair with the senior Senator from Kansas [Mr. SCHOEPEL]. If he were present and voting, he would vote "nay"; if I were permitted to vote, I would vote "yea." I therefore withhold my vote.

The rollcall was concluded.

Mr. MANSFIELD. I announce that the Senator from Colorado [Mr. CARROLL], the Senator from California [Mr. ENGLE], the Senator from Georgia [Mr. RUSSELL], the Senator from Mississippi [Mr. STENNIS], the Senator from Texas [Mr. YARBOROUGH], and the Senator from Arizona [Mr. HAYDEN] are absent on official business.

I also announce that the Senator from Arkansas [Mr. FULBRIGHT] and the Senator from Missouri [Mr. HENNINGS] are absent because of illness.

I further announce that the Senator from Massachusetts [Mr. KENNEDY], the Senator from Tennessee [Mr. KEFAUVER], the Senator from Michigan [Mr. McNAMARA], the Senator from Oregon [Mr. MORSE], and the Senator from Wyoming [Mr. O'MAHONEY] are necessarily absent.

I further announce that, if present and voting, the Senator from Colorado [Mr. CARROLL], the Senator from California [Mr. ENGLE], the Senator from Arkansas [Mr. FULBRIGHT], the Senator from Missouri [Mr. HENNINGS], the Senator from Tennessee [Mr. KEFAUVER], the Senator from Massachusetts [Mr. KENNEDY], the Senator from Michigan [Mr. McNAMARA], the Senator from Oregon [Mr. MORSE], the Senator from Mississippi [Mr. STENNIS], and the Senator from Texas [Mr. YARBOROUGH] would each vote "yea."

Mr. KUCHEL. I announce that the Senator from Maryland [Mr. BUTLER] is absent because of illness.

The Senator from Indiana [Mr. CAPEHART] is absent by leave of the Senate.

The Senator from New Hampshire [Mr. COTTON] and the Senator from Nebraska [Mr. HRUSKA] are necessarily absent.

The Senator from Iowa [Mr. HICKENLOOPER], the Senator from South Dakota [Mr. MUNDT], and the Senator from Kansas [Mr. SCHOEPEL] are absent on official business.

If present and voting, the Senator from Indiana [Mr. CAPEHART] and the Senator from New Hampshire [Mr. COTTON] would each vote "yea."

The pair of the Senator from Kansas [Mr. SCHOEPEL] has been previously announced by the Senator from Illinois [Mr. DIRKSEN].

On this vote, the Senator from South Dakota [Mr. MUNDT] is paired with the Senator from Nebraska [Mr. HRUSKA]. If present and voting, the Senator from South Dakota would vote "yea," and the Senator from Nebraska would vote "nay."

The result was announced—yeas 62, nays 17, as follows:

[No. 229]

YEAS—62

Alken	Gore	Martin
Allott	Green	Monroney
Anderson	Gruening	Moss
Bartlett	Hart	Murray
Beall	Hartke	Muskie
Bible	Hill	Pastore
Bridges	Humphrey	Prouty
Byrd, W. Va.	Jackson	Proxmire
Cannon	Javits	Randolph
Carlson	Johnson, Tex.	Saltonstall
Case, N.J.	Johnston, S.C.	Scott
Chavez	Jordan	Smathers
Church	Keating	Smith
Clark	Kerr	Sparkman
Cooper	Kuchel	Symington
Dodd	Long, Hawaii	Talmadge
Douglas	Long, La.	Wiley
Eastland	McCarthy	Williams, N.J.
Ellender	McGee	Young, N. Dak.
Fong	Magnuson	Young, Ohio
Frear	Mansfield	

NAYS—17

Bennett	Dworshak	McClellan
Brunsdale	Ervin	Morton
Bush	Goldwater	Robertson
Byrd, Va.	Holland	Thurmond
Case, S. Dak.	Lausche	Williams, Del.
Curtis	Lusk	

NOT VOTING—21

Butler	Hayden	Morse
Capehart	Hennings	Mundt
Carroll	Hickenlooper	O'Mahoney
Cotton	Hruska	Russell
Dirksen	Kefauver	Schoeppel
Engle	Kennedy	Stennis
Fulbright	McNamara	Yarborough

So the bill (H.R. 9883) was passed.

Mr. JOHNSON of Texas. Mr. President, I move to reconsider the vote by which the bill was passed.

Mr. HUMPHREY. Mr. President, I move to lay that motion on the table.

The motion to lay on the table was agreed to.

(Senate proceedings continued after House proceedings of today's RECORD.)

House of Representatives

FRIDAY, JUNE 17, 1960

The House met at 11 o'clock a.m.

The Chaplain, Rev. Bernard Braskamp, D.D., offered the following prayer:

Luke 6: 12: *He continued all night in prayer unto God.*

O Thou transcendent and immanent God, who alone can satisfy our mortal needs and our immortal longings, grant that in the tragic unrest of our day, we may have a faith that finds its center and circumference in Thee.

Inspire us with a fortitude that can master and dispel all the somber moods of doubt and despair which are hovering over the minds and hearts of so many members of the human family.

May our vision of Thy divine will and righteous purposes be so clear and commanding that we shall feel constrained to dedicate ourselves wholeheartedly to bring them to fulfillment.

Hear us in the name of the Captain of our Salvation. Amen.

THE JOURNAL

The Journal of the proceedings of yesterday was read and approved.

MESSAGE FROM THE SENATE

A message from the Senate by Mr. McGown, one of its clerks, announced that the Senate had passed with amendments, in which the concurrence of the House is requested, a bill of the House of the following title:

H.R. 11998. An act making appropriations for the Department of Defense for the fiscal year ending June 30, 1961, and for other purposes.

The message also announced that the Senate insists on its amendments to the foregoing bill, requests a conference with the House on the disagreeing votes of the two Houses thereon, and appoints Mr. CHAVEZ, Mr. RUSSELL, Mr. HILL, Mr. McCLELLAN, Mr. ELLENDER, Mr. ROBERTSON, Mr. STENNIS, Mr. JOHNSON of Texas, Mr. SALTONSTALL, Mr. BRIDGES, Mr. YOUNG of North Dakota, Mrs. SMITH, and Mr. BYRD of Virginia to be the conferees on the part of the Senate.

The message also announced that the Senate had passed bills of the following titles, in which the concurrence of the House is requested:

S. 2929. An act to amend the National Defense Education Act of 1958 in order to repeal certain provisions requiring affidavits of belief; and

S. 3670. An act to extend and amend laws relating to the provision and improvement of housing and the renewal of urban communities, and for other purposes.

The message also announced that the Senate agrees to the amendments of the

House to a joint resolution of the Senate of the following title:

S.J. Res. 39. Joint resolution proposing amendments to the Constitution of the United States to authorize Governors to fill temporary vacancies in the House of Representatives, to abolish tax and property qualifications for electors in Federal elections, and to enfranchise the people of the District of Columbia.

CALL OF THE HOUSE

Mr. HOEVEN. Mr. Speaker, I make the point of order that a quorum is not present.

The SPEAKER. Obviously a quorum is not present.

Mr. ALBERT. Mr. Speaker, I move a call of the House.

A call of the House was ordered.

The Clerk called the roll, and the following Members failed to answer to their names:

[Roll No. 136]

Ashley	Hull	Moulder
Barden	Ikard	Patmah
Blitch	Jackson	Powell
Bolling	Kearns	Randall
Bow	Kilburn	Roosevelt
Buckley	Kitchin	Shipley
Burdick	Kowalski	Taylor
Carnahan	Loser	Walter
Celler	McGown	Williams
Dorn, S.C.	Merroy	Willis
Durham	Mitchell	Wilson
Foley	Morris, Okla.	Withrow

The SPEAKER. On this rollcall 396 Members have answered to their names, a quorum.

By unanimous consent, further proceedings under the call were dispensed with.

LIMITATIONS ON CONSTRUCTION DIFFERENTIAL SUBSIDY

Mr. BONNER. Mr. Speaker, I ask unanimous consent to take from the Speaker's table the bill (H.R. 10644) to amend title V of the Merchant Marine Act, 1936, in order to remove certain limitations on the construction differential subsidy under such title, as amended, with Senate amendments thereto, disagree to the amendments of the Senate, and ask for a conference with the Senate.

The Clerk read the title of the bill.

The SPEAKER. Is there objection to the request of the gentleman from North Carolina? [After a pause.] The Chair hears none and appoints the following conferees: Messrs. BONNER, THOMPSON of Louisiana, GEORGE P. MILLER, TOLLEFSON, and VAN PELT.

MUTUAL SECURITY AND RELATED AGENCIES APPROPRIATION BILL, 1961

Mr. PASSMAN. Mr. Speaker, I move that the House resolve itself into the

Committee of the Whole House on the State of the Union for the further consideration of the bill (H.R. 12619) making appropriations for mutual security and related agencies for the fiscal year ending June 30, 1961, and for other purposes.

The motion was agreed to.

Accordingly, the House resolved itself into the Committee of the Whole House on the State of the Union for the further consideration of the bill H.R. 12619, with Mr. MILLS in the chair.

The Clerk read the title of the bill.

The CHAIRMAN. When the Committee rose on yesterday there was pending the amendment offered by the gentleman from New York [Mr. TABER]. Without objection, the Clerk will rereport the amendment offered by the gentleman from New York.

There was no objection.

The Clerk read as follows:

Amendment offered by Mr. TABER. On page 2, line 15, strike out "\$1,600,000,000" and insert in lieu thereof "\$1,800,000,000."

Mr. TABER. Mr. Chairman, this, to my mind, is the heart of the bill, and the question is, Do you want to carry forward a bill that will do some good and will help to make this program one which will be operated in the interest of the people of the United States? If we are going to do something of this kind, let us do it as near right as we can. I am only asking to restore to this item in the bill 50 percent of what has been cut by the committee in writing the bill.

The question resolves itself into how much money is needed to carry this thing on and do it in such manner that it would be of some value to the people of the United States.

I am going to quote just a word from General Palmer, the military officer in charge of this operation, and let me say that General Palmer has had great experience for several years as Chief of Staff under General Norstad over across the water. General Palmer said on page 2327 of the hearings:

The unexpended carryover will have fallen to approximately \$2 billion by June 30, 1960, and the program is also falling. The forecast of expenditure during the current fiscal year (fiscal year 1960) is \$1.83 billion, while it is forecast that the program in fiscal year 1961 will be marked by an expenditure of \$1.79 billion. In these 2 years there is a drastic drop of \$560 million below the rate of the preceding 5 years.

Now, we are getting to the point where there is hardly a 12-month period in the chain of merchandise being produced and delivered. We have got to have these things if we are going to help those countries across the water and to keep them in shape so that they can help us to keep communism from spreading.

June 30, 1960

HOUSE

14. SUGAR. By a vote of 395 to 0, passed with amendment H. R. 12311, to amend and extend the Sugar Act. See Digest 121 for a summary of the provisions of the bill as passed. pp. 14150-71
15. GENERAL GOVERNMENT MATTERS APPROPRIATION BILL, 1961. Agreed to the conference report on this bill, H. R. 11389 (pp. 14109-10). As agreed to the bill provides \$165,000, instead of \$40,000 as recommended by the House and \$350,000 as recommended by the Senate, for the President for expenses in improving the management of Federal agencies.
16. LABOR STANDARDS. By a vote of 341 to 72, passed with amendment H. R. 12677, to amend the Fair Labor Standards Act of 1938 (pp. 14110-50). By a vote of 211 to 203, agreed to an amendment by Rep. Kitchin in the nature of a substitute for the language of the bill as reported, which includes provisions to raise the minimum wage level to \$1.15 an hour (instead of \$1.25 an hour as reported), and to amend the Act to include employees engaged in "the processing of shade-grown tobacco for use as cigar wrapper tobacco by agricultural employees employed in the growing and harvesting of such tobacco, which processing shall include, but shall not be limited to, drying, during, fermenting, bulking, rebulking, sorting, grading, aging, and baling, prior to the stemming process." (pp. 14141-9).
17. INDEPENDENT OFFICES APPROPRIATION BILL, 1961. Received the conference report on this bill, H. R. 11776 (H. Rept. 2063). pp. 14202-4
18. PERSONNEL; PAY. Received from the President his veto message on H. R. 9883, the Federal pay raise bill (H. Doc. 442). pp. 14108-9
19. DEPARTMENT OF DEFENSE APPROPRIATION BILL, 1961. By a vote of 402 to 5, agreed to the conference report on this bill, H. R. 11998, and acted on the amendments in disagreement. pp. 14098-108
20. FOREST ROADS. Conferees were appointed on H. R. 10495, the road authorization bill, including appropriation authorizations for forest highways and forest roads and trails (p. 14108). Senate conferees have already been appointed.
21. MILITARY CONSTRUCTION APPROPRIATION BILL, 1961. Received the conference report on this bill, H. R. 12231 (H. Rept. 2062). pp. 14201-2
22. FLOOD CONTROL. Received the conference report on H. R. 7634, the omnibus flood control and rivers and harbors bill (H. Rept. 2064). pp. 14204-11
23. HAWAII. Agreed to H. Con. Res. 706 authorizing corrections in the enrolled bill H. R. 11602, to amend certain laws of the U. S. in light of the admission of Hawaii into the Union. p. 14171
24. TRANSPORTATION. Received the conference report on H. R. 11135, to aid in the development of a coordinated system of transportation for the National Capital region; to create a temporary National Capital Transportation Agency; etc (H. Rept. 2061). pp. 14171-5
25. LIVESTOCK. Rep. Thomson, Wyo., urged consideration of legislation to "provide protection for producers and feeders of livestock when they show that the increased import of meat or meat products causes or threatens serious injury to their industry." p. 14177

26. RECLAMATION. The Interior and Insular Affairs Committee reported without amendment S. 68, to provide for continued delivery of water under the Federal reclamation laws to lands held by husband and wife upon the death of either (H. Rept. 2055). p. 14211
27. CONSERVATION. The Conservation and Credit Subcommittee of the Agriculture Committee voted to report to the full committee H. R. 12849, to protect farms and ranch operators making certain land use changes under the Great Plains conservation program and the soil bank program against loss of cropland acreage and acreage allotments. p. D643
28. WEEDS. The "Daily Digest" states that the Conservation and Credit Subcommittee of the Agriculture Committee "passed over without prejudice" S. 861, to provide for the control of noxious plants on land under the control or jurisdiction of the Federal Government." p. D643

ITEM IN APPENDIX

29. TEXTILE IMPORTS. Sen. Talmadge inserted an article criticizing a recent Tariff Commission decision regarding duties on textile imports which includes a statement by Sen. Thurmond that this "proves the imperative need of Congress to take action in the next session to regain control of its constitutional authority over our trade program." p. A5680

BILLS INTRODUCED

30. PERSONNEL. H. R. 12900, by Rep. Halpern, to amend the Civil Service Retirement Act to authorize the retirement of employees after 30 years of service without reduction in annuity; to Post Office and Civil Service Committee.
H. R. 12903, by Rep. Short, to adjust the rates of compensation of employees in the postal field service, to establish a temporary Commission on Federal Civilian Employees Compensation Policy; to Post Office and Civil Service Committee.
31. SCHOOL LUNCH. H. R. 12896, by Rep. Bailey, to amend the National School Lunch Act to provide for a more equitable distribution of the funds available under such act; to Education and Labor Committee.
32. MARKETING. S. 3787, by Sen. Holland, to amend the provisions of the Perishable Agricultural Commodities Act, 1930, relating to practices in the marketing of perishable agricultural commodities; to Agriculture and Forestry Committee.
33. FOREST ROADS. S. 3791, by Sen. Magnuson, to amend section 205 of title 23 of the United States Code to provide for the system of forest development roads and trails needed for the utilization and protection of lands administered by the Forest Service; to Public Works Committee. Remarks of author. p. 13991

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COMMITTEE HEARINGS ANNOUNCEMENTS:

July 1: Increased price supports for milk and butterfat, amendments to Public Law 480, protection of acreage allotments in Great Plains program, inclusion of administrative costs in crop insurance premiums, donation of dairy products for home economic courses, grading of grapes and plums for export, establishment of botanic garden in Hawaii, and miscellaneous land transfer bills, H. Agriculture (exec).

Road authorization bill, conferees (exec).

ADJUSTING THE RATES OF BASIC COMPENSATION OF
CERTAIN OFFICERS AND EMPLOYEES OF THE FEDERAL
GOVERNMENT

M E S S A G E

FROM

THE PRESIDENT OF THE UNITED STATES

RETURNING

WITHOUT APPROVAL THE BILL (H.R. 9883) TO ADJUST THE RATES
OF BASIC COMPENSATION OF CERTAIN OFFICERS AND EM-
PLOYEES OF THE FEDERAL GOVERNMENT, AND FOR OTHER
PURPOSES

JUNE 30, 1960.—Ordered to be printed.

To the House of Representatives:

I return herewith, without my approval, H.R. 9883, a bill to in-
crease the salaries of Federal employees.

Whenever I have been presented with legislation providing for
increases in Federal salaries that were justified and warranted, I have
unhesitatingly given my approval to such legislation—and I would
gladly do so again.

H.R. 9883, however, is indefensible by any light. This hastily
drawn bill violates every concept of fairness, every rule of reason and
logic. Were this measure to become law, the already conspicuous
unfairness and discrimination in our antiquated Federal pay system
would be greatly intensified. Instead of making progress—by im-
proving the Federal pay structure—we would actually be taking a
long step backward.

The money cost of all this retrogression—not to mention its in-
tangible costs—would impose an annual burden on the American
taxpayer of three quarters of a billion dollars, and the money would
not be wisely spent. Such fiscal and legislative irresponsibility, and
particularly the bill's basic unfairness and the discrimination it
would perpetuate, offend all thinking citizens, Federal employees
among them, and make this legislation entirely unacceptable.

More specifically, H.R. 9883 is defective in the following respects:

1. The bill totally ignores the recognized precept that the only sound basis for setting Federal salaries is reasonable comparability to rates paid for similar work in private industry. Judged by this standard there is reason to believe, from such information as is now available, that a number of Federal salaries already exceed private rates of pay for similar work and, conversely, that other Federal salaries are below corresponding private compensation. H.R. 9883 in no respect addresses itself to these disparities and, in fact, actually perpetuates and intensifies them.

Furthermore, in the haste to pass some kind of pay legislation in this particular year, the national salary survey currently being made by the Department of Labor to ascertain the comparability of Federal salaries, grade by grade, with those paid in private business was completely ignored—notwithstanding that the Congress itself appropriated \$500,000 to finance it. This survey, which will be completed in September, was intended to provide a sound and defensible basis for adjustments in the Federal pay structure—and it still will. To that end, such recommendations as are indicated by the survey and other relevant evidence will be made to the Congress in January.

2. The inequities already present in our Federal pay structure would be sharply accentuated by H.R. 9883. It increases by the largest percentages those salaries which are already apparently in excess of compensation rates for similar work in private industry. On the other hand, the lowest percentage increases are accorded those who appear to be underpaid in relation to their counterparts in private business. To thus heighten the present distortion would be grossly unfair and highly discriminatory.

3. Even within itself H.R. 9883 is manifestly unjust. For a large number of employees it would increase salaries by nearly 9 percent, but for others performing exactly the same work the increase would be only slightly over 7½ percent. Further, employees in the postal field service would, in general, be given larger percentage increases than those provided for nearly twice as many persons who are compensated under the Classification Act and other statutory pay schedules.

4. The claim by proponents of the bill that the pay increases it would provide are justified by a rise in the cost of living is utterly without foundation in fact. Since June of 1958, when a 10 percent pay increase for Federal employees was approved, the cost of living as measured by the Consumer Price Index has advanced 2.1 percent. More importantly, since the beginning of this administration in January of 1953, Federal civilian employees have received two general pay adjustments, increasing average salaries 17½ to 20 percent in the aggregate, while during the same period the Consumer Price Index has advanced less than 11 percent.

5. By not providing offsetting revenues for the \$248 million a year it would add to Post Office Department costs, the bill stands in complete disregard of the policy which the Congress itself established in 1958 that postal revenues should approximately equal postal costs less those costs deemed attributable to the performance of public services. The consequences of this disregard, were H.R. 9883 to become law, would be to increase the postal deficit, which must be met by the American taxpayer, to \$851 million a year.

6. The bill would unwarrantedly extend Federal retirement and life and health insurance benefits to employees of locally elected county stabilization and conservation committees who are not Federal employees because not appointed or supervised by Government officers. The Federal system should apply only to Federal employees. The legitimate needs of these people for such retirement and insurance opportunities should be met and the Department of Agriculture, accordingly, has for some months now been exploring means by which the Government might appropriately act. I have asked the Secretary of Agriculture to expedite these efforts.

Looking to the future, I urge the Congress, in accordance with my recommendation of last January, promptly to enact legislation which will make permanent the 2½ percent temporary salary increase accorded postal field service employees 2 years ago in 1958. That increase is now scheduled to expire in January of next year, so action prior to adjournment of the current session is advisable.

With regard to general pay legislation, I am convinced, as I have indicated, that it is not presently required and should not be enacted until we can at the same time intelligently modernize our pay system. Evidently, however, this view is not shared by the Congress. In an effort to resolve the difference, therefore, I would be willing at this time to approve a modest increase reasonably commensurate with the percentage rise in the Consumers' Price Index since the last general pay increase became effective. This is the only increase that could possibly be justified under present circumstances. In fairness to the American taxpayer, however, new postal revenues should be provided sufficient not only to offset the cost of any such increase to the Post Office Department, but also to eliminate the current postal deficit.

I must preface my following remarks on another aspect of this legislation by emphasizing that I have an abiding admiration and respect for the great mass of those who work in the Government service. It has been my privilege to have lived and worked with them, in Washington and throughout the world, for half a century. They deserve and rightfully expect fair and enlightened treatment, in personnel matters, on the part of the Government. At the same time, with regard to their remuneration, they desire only that the accepted principles of reward for merit, length of service, and especial competence be followed. I bear all of this in mind in what I am about to say and I wish to make it clear that the remarks which follow are directed only to a small minority, and in particular their leadership, of what are in the main a fine and outstanding group of public servants.

The other aspect of this legislation to which I refer is unrelated to its merits and is to me deeply disturbing. I am informed that the enactment of H.R. 9883 was attended by intensive and unconcealed political pressure exerted flagrantly and in concert on Members of Congress by a number of postal field service employees, particularly their leadership.

I fully respect the legal right of every Federal employee—indeed of all our citizens—to petition the Government. But the activity of which I have been advised so far exceeds a proper exercise of that right, and so grossly abuses it, as to make of it a mockery.

I am further informed that, in anticipation of my disapproval of this bill, it is planned to resume these deplorable tactics, to an even greater degree.

That public servants might be so unmindful of the national good as to even entertain thoughts of forcing the Congress to bow to their will would be cause for serious alarm. To have evidence that a number of them in the postal field service, led by a few, have actually sought to do so is to say the least shocking. Were the pressure tactics surrounding the passage of this bill, and apparently further intended in the event of its veto, widely known to the American people, their indignation and outrage in all its power would be quickly felt—and rightly so.

DWIGHT D. EISENHOWER.

THE WHITE HOUSE, *June 30, 1960.*

H.R. 9883

EIGHTY-SIXTH CONGRESS OF THE UNITED STATES OF AMERICA, AT THE SECOND SESSION, BEGUN AND HELD AT THE CITY OF WASHINGTON ON WEDNESDAY, THE SIXTH DAY OF JANUARY, ONE THOUSAND NINE HUNDRED AND SIXTY

AN ACT To adjust the rates of basic compensation of certain officers and employees of the Federal Government, and for other purposes.

Be it enacted by the Senate and House of Representatives of the United States of America in Congress assembled,

TITLE I—SALARY ADJUSTMENTS FOR GOVERNMENT EMPLOYEES

PART A—POSTAL FIELD SERVICE EMPLOYEES

SHORT TITLE

SEC. 101. This part may be cited as the "Postal Employees Salary Increase Act of 1960".

POSTAL FIELD SERVICE SCHEDULE

SEC. 102. The Postal Field Service Schedule contained in section 301(a) of the Postal Field Service Compensation Act of 1955, as amended (72 Stat. 145, 215; 39 U.S.C. 971(a)), is amended to read as follows:

"POSTAL FIELD SERVICE SCHEDULE

"Level	Per annum rates and steps						
	1	2	3	4	5	6	7
1.....	\$3,415	\$3,545	\$3,675	\$3,805	\$3,935	\$4,065	\$4,195
2.....	3,670	3,805	3,940	4,075	4,210	4,345	4,480
3.....	3,955	4,100	4,245	4,390	4,535	4,680	4,825
4.....	4,345	4,505	4,665	4,825	4,985	5,145	5,305
5.....	4,605	4,765	4,925	5,085	5,245	5,405	5,565
6.....	4,975	5,150	5,325	5,500	5,675	5,850	6,025
7.....	5,370	5,555	5,740	5,925	6,110	6,295	6,480
8.....	5,790	5,995	6,200	6,405	6,610	6,815	7,020
9.....	6,255	6,480	6,705	6,930	7,155	7,380	7,605
10.....	6,870	7,110	7,350	7,590	7,830	8,070	8,310
11.....	7,560	7,820	8,080	8,340	8,600	8,860	9,120
12.....	8,320	8,605	8,890	9,175	9,460	9,745	10,030
13.....	9,160	9,470	9,780	10,090	10,400	10,710	11,020
14.....	10,075	10,410	10,745	11,080	11,415	11,750	12,085
15.....	11,075	11,440	11,805	12,170	12,535	12,900	13,265
16.....	12,205	12,570	12,935	13,300	13,665	14,030	14,395
17.....	13,505	13,870	14,235	14,600	14,965	15,330	15,695
18.....	15,165	15,525	15,885	16,245	16,605	16,965	16,965
19.....	16,585	16,945	17,095				
20.....	17,200						"

RURAL CARRIER SCHEDULE

SEC. 103. (a) The Rural Carrier Schedule contained in section 302(a) of such Act, as amended (72 Stat. 145; 39 U.S.C. 972(a)), is amended to read as follows:

"RURAL CARRIER SCHEDULE

"Per annum rates and steps

	1	2	3	4	5	6	7
Carriers in rural delivery service:							
Fixed compensation per annum.....	\$2,053	\$2,132	\$2,211	\$2,290	\$2,369	\$2,448	\$2,527
Compensation per mile per annum for each mile up to 30 miles of route.....	71	73	75	77	79	81	83
For each mile of route over 30 miles.....	24	24	24	24	24	24	24
Temporary carriers in rural delivery service on routes to which no regular carrier is assigned:							
Fixed compensation per annum.....	2,053						
Compensation per mile per annum for each mile up to 30 miles of route.....	71						
For each mile of route over 30 miles.....	24						
Temporary carriers in rural delivery service on routes having regular carriers absent without pay or on military leave.....	(1)	(1)	(1)	(1)	(1)	(1)	(1)
Substitute carriers in rural delivery service on routes having carriers absent with pay.....	(1)	(1)	(1)	(1)	(1)	(1)	(1)

"1 Basic compensation authorized for the regular carrier."

(b) Section 302(c) of such Act, as amended (69 Stat. 119, 72 Stat. 145; 39 U.S.C. 972(c)), is amended by striking out "\$5,165 during the period referred to in section 304(c) or \$5,035 thereafter" and inserting in lieu thereof "the basic salary for the maximum step in the Rural Carrier Schedule for a route sixty-one miles in length".

FOURTH-CLASS OFFICE SCHEDULE

SEC. 104. The Fourth-Class Office Schedule contained in section 303(a) of such Act, as amended (72 Stat. 146; 39 U.S.C. 973(a)), is amended to read as follows:

"FOURTH-CLASS OFFICE SCHEDULE

"Gross receipts	Per annum rates and steps						
	1	2	3	4	5	6	7
\$1,300 to \$1,499.99.....	\$2,979	\$3,078	\$3,177	\$3,276	\$3,375	\$3,474	\$3,573
\$900 to \$1,299.99.....	2,730	2,820	2,910	3,000	3,090	3,180	3,270
\$600 to \$899.99.....	2,234	2,309	2,384	2,459	2,534	2,609	2,684
\$350 to \$599.99.....	1,737	1,794	1,851	1,908	1,965	2,022	2,079
\$250 to \$349.99.....	1,242	1,282	1,322	1,362	1,402	1,442	1,482
\$200 to \$249.99.....	993	1,025	1,057	1,089	1,121	1,153	1,185
\$100 to \$199.99.....	745	769	793	817	841	865	889
Under \$100.....	495	511	527	543	559	575	591"

RELATED PROVISIONS COVERING POSTAL FIELD SERVICE EMPLOYEES

SEC. 105. (a) Section 304(c) of such Act, as amended (72 Stat. 146; 39 U.S.C. 974(c)), is hereby repealed.

(b) Section 401 of such Act, as amended (39 U.S.C. 981), is amended by adding at the end thereof the following subsection:

“(d) Any increase in basic salary granted by law on or after the effective date of this subsection shall not be deemed to be an equivalent increase in basic salary within the meaning of subsection (a) of this section.”

(c) The annual rate of basic salary of any officer or employee whose basic salary, immediately prior to the effective date of this subsection, is at a rate between two scheduled rates, or above the highest scheduled rate, in the Postal Field Service Schedule, the Rural Carrier Schedule, or the Fourth-Class Office Schedule, whichever may be applicable, is hereby increased by an amount equal to the amount of the increase made by this part in the next lower rate of the appropriate level in such schedule. As used in this subsection, the term “basic salary” has the same meaning as when used in the Postal Field Service Compensation Act of 1955.

(d) This part shall have the same force and effect within Guam as within other possessions of the United States.

PART B—GOVERNMENT EMPLOYEES GENERALLY

SHORT TITLE

SEC. 111. This part may be cited as the “Federal Employees Salary Increase Act of 1960”.

SALARY INCREASE FOR EMPLOYEES SUBJECT TO CLASSIFICATION ACT OF 1949

SEC. 112. (a) Section 603(b) of the Classification Act of 1949, as amended (72 Stat. 203; 5 U.S.C. 1113(b)), is amended to read as follows:

“(b) The compensation schedule for the General Schedule shall be as follows:

“Grade	Per annum rates						
GS-1-----	\$3,185	\$3,290	\$3,395	\$3,500	\$3,605	\$3,710	\$3,815
GS-2-----	3,500	3,605	3,710	3,815	3,920	4,025	4,130
GS-3-----	3,760	3,865	3,970	4,075	4,180	4,285	4,390
GS-4-----	4,040	4,145	4,250	4,355	4,460	4,565	4,670
GS-5-----	4,345	4,510	4,675	4,840	5,005	5,170	5,335
GS-6-----	4,830	4,995	5,160	5,325	5,490	5,655	5,820
GS-7-----	5,355	5,520	5,685	5,850	6,015	6,180	6,345
GS-8-----	5,885	6,050	6,215	6,380	6,545	6,710	6,875
GS-9-----	6,435	6,600	6,765	6,930	7,095	7,260	7,425
GS-10-----	6,995	7,160	7,325	7,490	7,655	7,820	7,985
GS-11-----	7,560	7,820	8,080	8,340	8,600	8,860	-----
GS-12-----	8,955	9,215	9,475	9,735	9,995	10,255	-----
GS-13-----	10,635	10,895	11,155	11,415	11,675	11,935	-----
GS-14-----	12,210	12,470	12,730	12,990	13,250	13,510	-----
GS-15-----	13,730	14,055	14,380	14,705	15,030	-----	-----
GS-16-----	15,255	15,515	15,775	16,035	16,295	-----	-----
GS-17-----	16,530	16,790	17,050	17,310	17,570	-----	-----
GS-18-----	18,500	-----	-----	-----	-----	-----	-----”

(b) The rates of basic compensation of officers and employees to whom this section applies shall be initially adjusted as follows:

(1) If the officer or employee is receiving basic compensation immediately prior to the effective date of this section at one of the scheduled or longevity rates of a grade in the General Schedule of the Classification Act of 1949, as amended, he shall receive a rate of basic compensation at the corresponding scheduled or longevity rate in effect on and after such date.

(2) If the officer or employee is receiving basic compensation immediately prior to the effective date of this section at a rate between two scheduled or two longevity rates, or between a scheduled and a longevity rate, of a grade in the General Schedule, he shall receive a rate of basic compensation at the higher of the two corresponding rates in effect on and after such date.

(3) If the officer or employee other than an officer or employee subject to paragraph (4) of this subsection, immediately prior to the effective date of this section, is receiving basic compensation at a rate in excess of the maximum longevity rate of his grade, or in excess of the maximum scheduled rate of his grade if there is no longevity rate for his grade, he shall receive basic compensation at a rate equal to the rate which he received immediately prior to such effective date, increased by an amount equal to the amount of the increase made by this section in the maximum longevity rate, or the maximum scheduled rate, as the

case may be, of his grade until (A) he leaves such position, or (B) he is entitled to receive basic compensation at a higher rate by reason of the operation of the Classification Act of 1949, as amended; but, when his position becomes vacant, the rate of basic compensation of any subsequent appointee thereto shall be fixed in accordance with such Act, as amended.

(4) If the officer or employee, immediately prior to the effective date of this section, is receiving, pursuant to paragraph (4) of section 2(b) of the Federal Employees Salary Increase Act of 1955, an existing aggregate rate of compensation determined under section 208(b) of the Act of September 1, 1954 (68 Stat. 1111; Public Law 763, Eighty-third Congress), plus the amount of the increase provided by section 2 of the Federal Employees Salary Increase Act of 1955 and by section 2 of the Federal Employees Salary Increase Act of 1958, he shall receive an aggregate rate of compensation equal to the sum of (A) his existing aggregate rate of compensation determined under such section 208(b) of the Act of September 1, 1954, (B) the amount of the increase provided by section 2 of the Federal Employees Salary Increase Act of 1955, (C) the amount of the increase provided by section 2 of the Federal Employees Salary Increase Act of 1958, and (D) the amount of the increase made by this section in the maximum longevity rate of his grade, until (i) he leaves his position, or (ii) he is entitled to receive aggregate compensation at a higher rate by reason of the operation of this title or any other provision of law; but, when such position becomes vacant, the aggregate rate of compensation of any subsequent appointee thereto shall be fixed in accordance with applicable provisions of law. Subject to clauses (i) and (ii) of the immediately preceding sentence of this paragraph, the amount of the increase provided by this section shall be held and considered for the purposes of section 208(b) of such Act of September 1, 1954, to constitute a part of the existing aggregate rate of compensation of such employee.

EMPLOYEES SUBJECT TO THE FOREIGN SERVICE ACT OF 1946

SEC. 113. (a) The third sentence of section 412 of the Foreign Service Act of 1946, as amended (22 U.S.C. 867), is amended by striking out "\$19,250" and inserting in lieu thereof "\$19,800".

(b) The fourth sentence of section 412 of such Act is amended to read as follows: "The per annum salaries of Foreign Service officers within each of the other classes shall be as follows:

"Class 1.....	\$17,250	\$17,650	\$18,050	\$18,450	\$18,850	\$19,250	\$19,650	-----
Class 2.....	14,900	15,255	15,610	15,965	16,320	16,675	17,030	-----
Class 3.....	12,535	12,890	13,245	13,600	13,955	14,310	14,665	-----
Class 4.....	10,645	10,945	11,245	11,545	11,845	12,145	12,445	-----
Class 5.....	8,755	9,055	9,355	9,655	9,955	10,255	10,555	-----
Class 6.....	7,215	7,455	7,695	7,935	8,175	8,415	8,655	-----
Class 7.....	6,035	6,215	6,395	6,575	6,755	6,935	7,115	-----
Class 8.....	5,085	5,265	5,445	5,625	5,805	5,985	6,165	\$6,345"

(c) The second sentence of section 415 of such Act (22 U.S.C. 870) is amended to read as follows: "The per annum rates of staff officers and employees within each class shall be as follows:

"Class 1.....	\$12,655	\$13,030	\$13,405	\$13,780	\$14,155	-----	-----
Class 2.....	11,740	12,065	12,390	12,715	13,040	-----	-----
Class 3.....	10,785	11,095	11,405	11,715	12,025	-----	-----
Class 4.....	9,780	10,090	10,400	10,710	11,020	-----	-----
Class 5.....	9,025	9,285	9,545	9,805	10,065	\$10,325	-----
Class 6.....	8,270	8,500	8,730	8,960	9,190	9,420	-----
Class 7.....	7,515	7,745	7,975	8,205	8,435	8,665	-----
Class 8.....	6,760	6,990	7,220	7,450	7,680	7,910	-----
Class 9.....	6,005	6,235	6,465	6,695	6,925	7,155	-----
Class 10.....	5,500	5,690	5,880	6,070	6,260	6,450	\$6,640
Class 11.....	5,000	5,155	5,310	5,465	5,620	5,775	5,930
Class 12.....	4,495	4,650	4,805	4,960	5,115	5,270	5,425
Class 13.....	4,010	4,165	4,320	4,475	4,630	4,785	4,940
Class 14.....	3,550	3,705	3,860	4,015	4,170	4,325	4,480
Class 15.....	3,325	3,440	3,555	3,670	3,785	3,900	4,015
Class 16.....	3,095	3,175	3,255	3,335	3,415	3,495	3,575
Class 17.....	2,860	2,940	3,020	3,100	3,180	3,260	3,340
Class 18.....	2,640	2,720	2,800	2,880	2,960	3,040	3,120
Class 19.....	2,410	2,490	2,570	2,650	2,730	2,810	2,890
Class 20.....	2,180	2,260	2,340	2,420	2,500	2,580	2,660
Class 21.....	1,950	2,030	2,110	2,190	2,270	2,350	2,430
Class 22.....	1,720	1,800	1,880	1,960	2,040	2,120	2,200"

(d) Foreign Service officers, Reserve officers, and Foreign Service staff officers and employees who are entitled to receive basic compensation immediately prior to the effective date of this section at one of the step rates provided by section 412 or section 415 of the Foreign Service Act of 1946, shall receive basic compensation on or after the effective date of this section at the corresponding step rate as provided by such section 412 or 415 as amended by this section.

EMPLOYEES IN THE DEPARTMENT OF MEDICINE AND SURGERY IN THE VETERANS' ADMINISTRATION

SEC. 114. (a) Section 4103(b) of title 38 of the United States Code, relating to the annual salary of the Chief Medical Director of the Department of Medicine and Surgery of the Veterans' Administration, is amended by striking out "\$19,580" and inserting in lieu thereof "\$21,050".

(b) Section 4103(c) of such title, relating to the annual salary of the Deputy Chief Medical Director of the Department of Medicine and Surgery of the Veterans' Administration, is amended by striking out "\$18,480" and inserting in lieu thereof "\$19,870".

(c) Section 4103(d) of such title, relating to the annual salaries of the Assistant Chief Medical Directors and the directors of service or chiefs of division of the Department of Medicine and Surgery of the Veterans' Administration, is amended—

(1) by striking out "\$17,380" and inserting in lieu thereof "\$18,685"; and

(2) by striking out "\$14,545 minimum to \$16,500 maximum" and inserting in lieu thereof "\$15,640 minimum to \$17,740 maximum".

(d) Section 4103(e) of such title, relating to the annual salaries of the Director of Nursing Service and the Deputy Director of Nursing Service of the Department of Medicine and Surgery of the Veterans' Administration, is amended—

(1) by striking out "\$12,770 minimum to \$13,970 maximum" and inserting in lieu thereof "\$13,730 minimum to \$15,030 maximum"; and

(2) by striking out "\$11,355 minimum to \$12,555 maximum" and inserting in lieu thereof "\$12,210 minimum to \$13,510 maximum".

(e) Section 4103(f) of such title, relating to the annual salaries of the chief pharmacist, the chief dietitian, the chief physical therapist, and the chief occupational therapist of the Department of Medicine and Surgery of the Veterans' Administration, is amended to read as follows:

"(f) The Administrator may appoint a chief pharmacist, a chief dietitian, a chief physical therapist, and a chief occupational therapist. During the period of his service as such, the chief pharmacist and the chief dietitian shall be paid a salary of \$13,730 minimum to \$15,030 maximum a year and the chief physical therapist and the chief occupational therapist shall be paid a salary of \$12,210 minimum to \$13,510 maximum a year."

(f) Section 4107(a) of such title, relating to the maximum and minimum rates of annual salary of certain employees of the Medical Service, the Dental Service, and the Nursing Service of the Department of Medicine and Surgery of the Veterans' Administration, is amended to read as follows:

"§ 4107. Grades and pay scales

"(a) The grades and per annum full-pay ranges for positions provided in paragraph (1) of section 4104 of this title shall be as follows:

"MEDICAL SERVICE

"Chief grade, \$13,730 minimum to \$15,030 maximum.

"Senior grade, \$12,210 minimum to \$13,510 maximum.

"Intermediate grade, \$10,635 minimum to \$11,935 maximum.

"Full grade, \$8,955 minimum to \$10,255 maximum.

"Associate grade, \$7,560 minimum to \$8,860 maximum.

"Junior grade, \$6,995 minimum to \$7,985 maximum.

"DENTAL SERVICE

"Chief grade, \$13,730 minimum to \$15,030 maximum.

"Senior grade, \$12,210 minimum to \$13,510 maximum.

"Intermediate grade, \$10,635 minimum to \$11,935 maximum.

"Full grade, \$8,955 minimum to \$10,255 maximum.

"Associate grade, \$7,560 minimum to \$8,860 maximum.

"Junior grade, \$6,995 minimum to \$7,985 maximum.

"NURSING SERVICE

"Assistant Director, \$8,955 minimum to \$10,255 maximum.

"Senior grade, \$7,560 minimum to \$8,860 maximum.

"Full grade, \$6,435 minimum to \$7,425 maximum.

"Associate grade, \$5,600 minimum to \$6,630 maximum.

"Junior grade, \$4,760 minimum to \$5,790 maximum.

"ADMINISTRATION

"(b) Notwithstanding any law, Executive order, or regulation, the Administrator shall prescribe by regulation the hours and conditions of employment and leaves of absence of physicians, dentists, and nurses."

(g) Section 4108(d) of such title, prescribing the maximum amount of pay and allowances of medical, surgical, and dental specialists of the Department of Medicine and Surgery of the Veterans' Administration, is amended to read as follows:

"(d) Any person, rated as a medical, surgical, or dental specialist under the provisions of this section, shall receive, in addition to his basic pay, an allowance equal to 15 per centum of such pay, but in no event shall the pay plus the allowance authorized by this subsection exceed \$17,200 per annum."

AGRICULTURAL STABILIZATION AND CONSERVATION COUNTY COMMITTEE EMPLOYEES

SEC. 115. (a) The rates of compensation of persons employed by the county committees established pursuant to section 8(b) of the Soil Conservation and Domestic Allotment Act (16 U.S.C. 590h(b)) shall be increased by amounts equal, as nearly as may be practicable, to the increases provided by this title for corresponding rates of compensation in the appropriate schedule or scale of pay.

(b)(1) Section 2 of the Civil Service Retirement Act, as amended (5 U.S.C. 2252), is amended by adding at the end thereof the following new subsection:

"(h) This Act shall apply to persons employed by the county committees established pursuant to section 8(b) of the Soil Conservation and Domestic Allotment Act (16 U.S.C. 590h(b)), subject to the following requirements:

"(1) The Secretary of Agriculture is authorized and directed to prescribe and issue such regulations as may be necessary to provide a means of effecting the application and operation of the provisions of this Act with respect to such employees;

"(2) The Commission is authorized and directed to accept the certification of the Secretary of Agriculture or his designee with respect to service, for purposes of this Act, rendered by such employees prior to the effective date of this amendment; and

"(3) Service rendered prior to the effective date of this amendment as an employee of a county committee established pursuant to section 8(b) of the Soil Conservation and Domestic Allotment Act (16 U.S.C. 590h(b)) shall be included in computing length of creditable service for the purposes of this Act only (A) if the employee has to his credit a total period of not less than five years of allowable service under this Act (including service allowable under this amendment) and (B) if, within two years after the effective date of this amendment, the employee shall have deposited with interest at 4 per centum per annum to December 31, 1947, and 3 per centum per annum thereafter, compounded on December 31 of each year, to the credit of the fund, a sum equal to the aggregate of the amounts which would have been deducted from his basic salary during the period of service claimed under this paragraph if during such period he had been subject to this Act."

(2) Notwithstanding any other provision of law, annuity benefits under the Civil Service Retirement Act resulting from the operation of this subsection shall be paid from the civil service retirement and disability fund.

(e) Section 2 of the Federal Employees' Group Life Insurance Act of 1954, as amended (5 U.S.C. 2091), is amended by adding at the end thereof the following new subsection:

"(d) Persons employed by the county committees established pursuant to section 8(b) of the Soil Conservation and Domestic Allotment Act (16 U.S.C. 590h(b)) shall, under such conditions of eligibility as the Commission by regulation may prescribe, come within the purview of this Act. The Secretary of Agriculture is authorized and directed to prescribe and issue such regulations as may be necessary to provide a means of effecting the application and operation of the provisions of this subsection with respect to such persons."

(d) Section 3 of the Federal Employees Health Benefits Act of 1959 (5 U.S.C. 3002) is amended by adding at the end thereof the following new subsection:

"(f) Persons employed by the county committees established pursuant to section 8(b) of the Soil Conservation and Domestic Allotment Act (16 U.S.C. 590h(b)) may, in such manner and under such conditions of eligibility as the Commission by regulation may prescribe, enroll in an approved health benefits plan described in section 4 either as an individual or for self and family, under the same terms and conditions as apply to other employees who are eligible to enroll in such a

plan under this Act. The Secretary of Agriculture is authorized and directed to prescribe and issue such regulations as may be necessary to provide a means of effecting the application and operation of the provisions of this subsection with respect to such persons."

EMPLOYEES IN THE JUDICIAL BRANCH

SEC. 116. (a) The rates of basic compensation of officers and employees in or under the judicial branch of the Government whose rates of compensation are fixed by or pursuant to paragraph (2) of subdivision a of section 62 of the Bankruptcy Act (11 U.S.C. 102(a)(2)), section 3656 of title 18 of the United States Code, the third sentence of section 603, section 604(a)(5), or sections 672 to 675, inclusive, of title 28 of the United States Code, or section 107(a)(6) of the Act of July 31, 1956, as amended (5 U.S.C. 2206(a)(6)), are hereby increased by amounts equal to the increases provided by section 612 of this part in corresponding rates of compensation paid to officers and employees subject to the Classification Act of 1949, as amended.

(b) The limitations provided by applicable law on the effective date of this section with respect to the aggregate salaries payable to secretaries and law clerks of circuit and district judges are hereby increased by the amounts necessary to pay the additional basic compensation provided by this part.

(c) Section 753(e) of title 28 of the United States Code (relating to the compensation of court reporters for district courts) is amended by striking out "\$7,095" and inserting in lieu thereof "\$7,630".

EMPLOYEES IN THE LEGISLATIVE BRANCH

SEC. 117. (a) Each officer and employee in or under the legislative branch of the Government whose rate of compensation is increased by section 5 of the Federal Employees Pay Act of 1946 shall be paid additional compensation at the rate of 7.5 per centum of his gross rate of compensation (basic compensation plus additional compensation authorized by law).

(b) The basic compensation of each employee in the office of a Senator is hereby adjusted, effective on July 1, 1960, to the lowest multiple of \$60 which will provide a gross rate of compensation not less than the gross rate such employee was receiving immediately prior thereto, except that the foregoing provisions of this subsection shall not apply in the case of any employee if on or before the fifteenth day following the date of enactment of this Act the Senator by whom such employee is employed notifies the disbursing office of the Senate in writing that he does not wish such provisions to apply to such employee. In any case in which, at the expiration of the time within which a Senator may give notice under this subsection, such Senator is deceased such notice shall be deemed to have been given.

(c) Notwithstanding the provision referred to in subsection (d), the rates of gross compensation of each of the elected officers of the Senate (except the Presiding Officer of the Senate), the Parliamentarian of the Senate, the Legislative Counsel of the Senate, the Senior Counsel in the Office of the Legislative Counsel of the Senate, and the Chief Clerk of the Senate are hereby increased by 7.5 per centum.

(d) The paragraph imposing limitations on basic and gross compensation of officers and employees of the Senate appearing under the heading "SENATE" in the Legislative Appropriation Act, 1956 (69 Stat. 510; Public Law 242, Eighty-fourth Congress), is amended to read as follows:

"No officer or employee whose compensation is disbursed by the Secretary of the Senate shall be paid basic compensation at a rate in excess of \$8,880 per annum, or gross compensation at a rate in excess of \$17,525 per annum, unless expressly authorized by law."

(e) The limitation on gross rate per hour per person provided by applicable law on the effective date of this section with respect to the folding of speeches and pamphlets for the Senate is hereby increased by 7.5 per centum. The amount of such increase shall be computed to the nearest cent, counting one-half cent and over as a whole cent. The provisions of subsection (a) of this section shall not apply to employees whose compensation is subject to such limitation.

(f) The official reporters of proceedings and debates of the Senate and their employees shall be considered to be officers or employees in or under the legislative branch of the Government within the meaning of subsection (a).

(g) Each officer or employee of the House of Representatives, whose compensation is disbursed by the Clerk of the House of Representatives and is not

increased automatically, or is not permitted to be increased administratively, by reason of any other provision of this section, shall receive additional compensation at the rate of 7.5 per centum of the rate of his total annual compensation in effect immediately prior to the effective date of this section.

(h) The limitations on gross rate per thousand and gross rate per hour per person provided by applicable law on the effective date of this section with respect to the folding of speeches and pamphlets for the House of Representatives are hereby increased by 7.5 per centum. The amount of each such increase shall be computed to the nearest cent, counting one-half cent and over as a whole cent.

(i) The additional compensation provided by this section shall be considered a part of basic compensation for the purposes of the Civil Service Retirement Act (5 U.S.C. 2251 and the following).

PART C—GENERAL PROVISIONS

AUTHORIZATION OF APPROPRIATIONS

SEC. 121. There are hereby authorized to be appropriated such sums as may be necessary to carry out the provisions of this title and title II.

EFFECTIVE DATE

SEC. 122. The foregoing provisions of this title and the provisions of section 201 shall become effective on the first day of the first pay period which begins on or after July 1, 1960.

TITLE II—EXECUTIVE AND SUPERGRADE POSITIONS

SEC. 201. The Federal Executive Pay Act of 1956 be amended as follows:

(1) Section 106(a) is amended by adding the following new subparagraph after subparagraph (45):

“(46) Legal adviser, solicitor, or general counsel of an executive department (excluding the Department of Justice)”.

(2) Section 106(b) is amended by deleting the present subparagraph (9) and by inserting in lieu thereof the following:

“(9) General counsel of a military department”.

SEC. 202. There shall be in the Department of Health, Education, and Welfare an Administrative Assistant Secretary of Health, Education, and Welfare who shall be appointed, with the approval of the President, by the Secretary of Health, Education, and Welfare under the classified civil service, who shall perform such duties as the Secretary shall prescribe, and whose annual rate of basic compensation shall be \$19,000.

SEC. 203. (a) Subsection (b) of section 505 of the Classification Act of 1949, as amended, is amended (1) by striking out “fourteen hundred and twenty-nine” and inserting “fourteen hundred and nine”, (2) by striking out “three hundred and seventy-one” and inserting “three hundred and sixty-three”, and (3) by striking out “one hundred and fifty-three” and inserting “one hundred and fifty-two”.

(b) Such section is further amended by adding at the end thereof a new subsection as follows:

“(1) The Interstate Commerce Commission is authorized, subject to the standards and procedures prescribed by this Act, to place a total of two positions in grade 18, ten positions in grade 17, and thirteen positions in grade 16 of the General Schedule. Such positions shall be in addition to the number of positions authorized to be placed in such grades by subsection (b).”

SAM RAYBURN,

Speaker of the House of Representatives.

CARL HAYDEN,

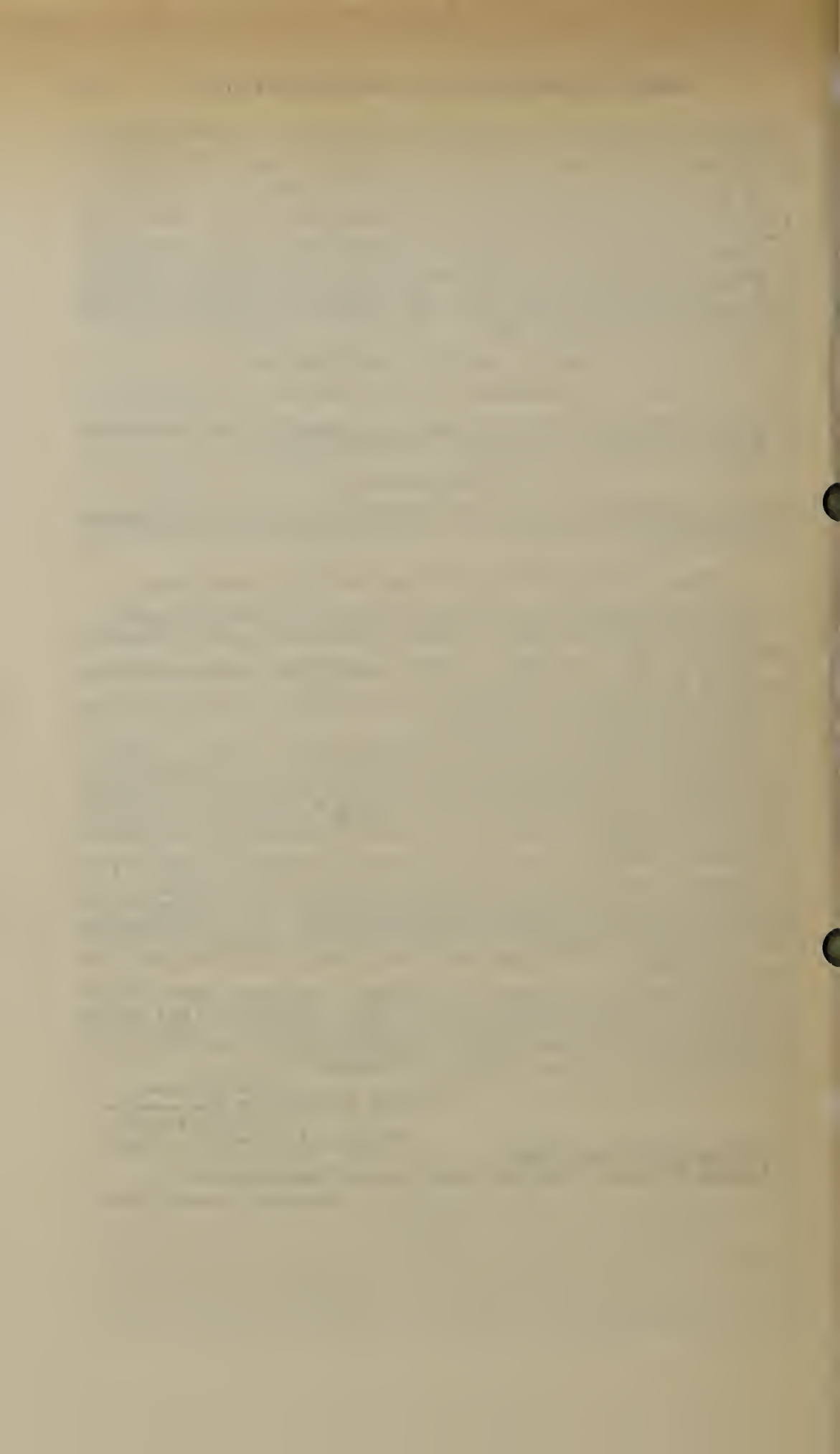
President of the Senate pro tempore.

[Endorsement on back of bill:]

I certify that this Act originated in the House of Representatives.

RALPH R. ROBERTS, *Clerk.*





The question was taken; and there were—yeas 402, nays 5, not voting 24, as follows:

[Roll No. 165]

YEAS—402

Abbitt	Davis, Tenn.	Jensen
Abernethy	Dawson	Johansen
Adair	Delaney	Johnson, Calif.
Addonizio	Dent	Johnson, Md.
Albert	Denton	Johnson, Wis.
Alexander	Derounian	Jonas
Alger	Derwinski	Jones, Ala.
Allen	Devine	Jones, Mo.
Andersen, Minn.	Diggs	Judd
Andrews	Dingell	Karsten
Anfuso	Dixon	Karth
Arends	Donohue	Kastenmeier
Ashley	Dooley	Kearns
Ashmore	Dorn, N.Y.	Kee
Asplund	Dorn, S.C.	Keith
Auchincloss	Dowdy	Kelly
Avery	Downing	Kilburn
Ayres	Doyle	Kilday
Bailey	Dulski	Kilgore
Baker	Dwyer	King, Calif.
Baldwin	Elliott	King, Utah
Barden	Everett	Kirwan
Baring	Evlins	Kitchin
Barr	Fallon	Kluczynski
Barrett	Farbstein	Knox
Barry	Fascell	Kowalski
Bass, N.H.	Feighan	Kyl
Bass, Tenn.	Fenton	Lafore
Bates	Fino	Laird
Baumhart	Fisher	Landrum
Becker	Flood	Lane
Beckworth	Flynn	Langen
Belcher	Flynt	Lankford
Bennett, Fla.	Fogarty	Latta
Bennett, Mich.	Foley	Lennon
Bentley	Forand	Lesinski
Berry	Ford	Levering
Betts	Forrester	Libonati
Blatnik	Fountain	Lindsay
Boggs	Frazier	Lipscomb
Boland	Frelinghuysen	Loser
Bolling	Friedel	McCormack
Bolton	Fulton	McCulloch
Bonner	Gallagher	McDonough
Bosch	Garmatz	McDowell
Bow	Gary	McFall
Bowles	Gathings	McGovern
Boykin	Gavin	McIntire
Brademas	George	McMillan
Bray	Glaimo	McSweeney
Breeding	Gilbert	Macdonald
Brewster	Glenn	Machrowicz
Brock	Goodell	Mack
Brooks, La.	Granahan	Madden
Brooks, Tex.	Grant	Magnuson
Broomfield	Gray	Mahon
Brown, Ga.	Green, Oreg.	Maillard
Brown, Mo.	Green, Pa.	Martin
Brown, Ohio	Griffin	Matthews
Broyhill	Griffiths	May
Budge	Gross	Meador
Burke, Ky.	Gubser	Morrow
Burke, Mass.	Hagen	Michel
Burleson	Haley	Miller, Clem
Byrne, Pa.	Halleck	Miller,
Byrnes, Wls.	Halpern	George F.
Cahill	Hardy	Milliken
Canfield	Hargis	Mills
Cannon	Harris	Minsall
Casey	Harrison	Mitchell
Cederberg	Hays	Moffler
Celler	Healey	Monagan
Chamberlain	Hechler	Montoya
Chelf	Hemphill	Moore
Chenoweth	Henderson	Moorhead
Chipfield	Herlong	Morgan
Church	Hess	Morris, N. Mex.
Clark	Hiestand	Morrison
Coffin	Hoeven	Moss
Cohelan	Hoffman, Ill.	Moulder
Collier	Hoffman, Mich.	Multer
Colmer	Hogan	Mumma
Conte	Hoffield	Murphy
Cook	Holland	Murray
Cooley	Holt	Natcher
Corbett	Holtzman	Nelsen
Cramer	Horan	Nix
Cunningham	Hosmer	Norblad
Curtin	Huddleston	Norrell
Curtis, Mass.	Hull	O'Brien, Ill.
Curtis, Mo.	Ikard	O'Brien, N.Y.
Dadario	Inouye	O'Hara, Ill.
Dague	Irwin	O'Neill
Daniels	Jarman	Oliver
	Jennings	Osmer

Ostertag
Passman
Patman
Pelly
Perkins
Pfoz
Philbin
Pillcher
Pillion
Pirnie
Poage
Poff
Porter
Powell
Preston
Price
Prokop
Pucinski
Qule
Quigley
Rabaut
Rains
Randall
Ray
Reece, Tenn.
Rees, Kans.
Reuss
Rhodes, Ariz.
Rhodes, Pa.
Riehlman
Riley
Rivers, Alaska
Rivers, S.C.
Roberts
Robison
Rodino
Rogers, Colo.
Rogers, Fla.
Rogers, Mass.
Rogers, Tex.

Rooney
Roosevelt
Rostenkowski
Roush
Rutherford
St. George
Santangelo
Saund
Saylor
Schenck
Scherer
Schneebell
Schwengel
Scott
Selden
Shelley
Sheppard
Shipley
Short
Sikes
Siler
Simpson
Sisk
Slack
Smith, Calif.
Smith, Iowa
Smith, Kans.
Smith, Miss.
Smith, Va.
Spence
Springer
Staggers
Stratton
Stubblefield
Sullivan
Taber
Taylor
Teague, Calif.
Teague, Tex.
Teller

Thomas
Thompson, La.
Thompson, N.J.
Thompson, Tex.
Thomson, Wyo.
Thornberry
Toll
Tollefson
Trimble
Tuck
Udall
Ullman
Utt
Van Pelt
Van Zandt
Wainwright
Wallhauser
Walter
Wampler
Watts
Weaver
Weis
Westland
Wharton
Whitener
Whitten
Widnall
Wler
Williams
Willis
Willson
Winstead
Withrow
Wolf
Wright
Yates
Young
Zablocki
Zelenko

NAYS—5

Harmon
Johnson, Colo.

Marshall
Meyer

O'Ronski

NOT VOTING—24

Alford
Anderson,
Mont.
Blitch
Buckley
Burdick
Carnahan
Coad
Davis, Ga.

Durham
Edmondson
Hébert
Jackson
Kasem
Keogh
McShley
Mason
Metcalf

Miller, N.Y.
Morris, Okla.
O'Hara, Mich.
Steed
Vanik
Vinson
Younger

So the conference report was agreed to.

The Clerk announced the following pairs:

Mr. Keogh with Mr. Jackson.
Mr. Hébert with Mr. Mason.
Mr. Buckley with Mr. Miller of New York.
Mr. Alford with Mr. Younger.

The result of the vote was announced as above recorded.

The SPEAKER. The Clerk will report the first amendment in disagreement.

The Clerk read as follows:

Senate Amendment No. 17: Page 6, line 15, insert "": *Provided further*, That the Army National Guard shall be maintained at an average strength of not less than 400,000 for the fiscal year 1961".

Mr. MAHON. Mr. Speaker, I move that the House recede and concur in the Senate amendment.

The motion was agreed to.

The SPEAKER. The Clerk will report the next amendment in disagreement.

The Clerk read as follows:

Senate Amendment No. 26: Page 12, line 25, strike out "\$174,726,000" and insert "\$180,296,000".

Mr. MAHON. Mr. Speaker, I move that the House recede and concur in the Senate amendment with an amendment.

The Clerk read as follows:

Mr. MAHON moves that the House recede from its disagreement to the amendment of

the Senate numbered 26, and concur in the same with an amendment as follows: In lieu of the sum proposed by said amendment insert "\$174,686,000".

The motion was agreed to.

The SPEAKER. The Clerk will report the next amendment in disagreement.

The Clerk read as follows:

Amendment No. 28: Page 14, line 24, strike out "\$4,172,404,000" and insert "\$4,240,732,000".

Mr. MAHON. Mr. Speaker, I move that the House recede and concur in the Senate amendment with an amendment.

The Clerk read as follows:

Mr. MAHON moves that the House recede from its disagreement to the amendment of the Senate numbered 28, and agree to the same with an amendment, as follows: In lieu of the sum proposed by said amendment insert "\$4,243,398,000".

The motion was agreed to.

The SPEAKER. The Clerk will report the next amendment in disagreement.

The Clerk read as follows:

Senate amendment No. 51: Page 36, line 5, after "materiel," insert "and for all expenses of production of lumber or timber products pursuant to section 2665 of title 10, United States Code,".

Mr. MAHON. Mr. Speaker, I move that the House recede and concur in the Senate amendment.

The motion was agreed to.

The SPEAKER. The Clerk will report the next amendment in disagreement.

The Clerk read as follows:

Senate amendment No. 52: Page 43, line 11, insert "*Provided however*, That none of the funds appropriated in this Act shall be used except that, so far as practicable, all contracts shall be awarded on a competitive basis to the lowest responsible bidder."

Mr. MAHON. Mr. Speaker, I move that the House recede and concur in the Senate amendment.

The motion was agreed to.

The SPEAKER. The Clerk will report the next amendment in disagreement.

The Clerk read as follows:

Senate amendment No. 58: Page 47, line 13, insert:

"Sec. 534. During the current fiscal year, the Secretary of Defense, should he deem it advantageous to the national defense to accelerate any strategic or tactical missile or satellite program, may transfer under the authority and terms of the Emergency Fund, an additional \$150,000,000 for the acceleration of such missile or satellite program or programs: *Provided*, That the transfer authority made available under the terms of the Emergency Fund appropriation contained in this Act is hereby broadened to meet the requirements of this section: *Provided further*, That the Secretary of Defense shall notify the Appropriations Committees of the Congress promptly of all transfers made pursuant to this authority."

Mr. MAHON. Mr. Speaker, I move that the House recede and concur in the Senate amendment with an amendment.

The Clerk read as follows:

Mr. MAHON moves that the House recede from its disagreement to the amendment of

the Senate No. 58, and agree to the same with an amendment, as follows: In line 1 of said amendment, strike out "534" and insert "535".

The motion was agreed to.

A motion to reconsider the votes by which action was taken on the several motions was laid on the table.

Mr. MAHON. Mr. Speaker, I ask that all Members speaking on the conference report be permitted to revise and extend their remarks, and that all Members be permitted to extend their remarks in the RECORD on the conference report just agreed to.

The SPEAKER. Is there objection to the request of the gentleman from Texas?

There was no objection.

HIGHWAY CONSTRUCTION

Mr. FALLON. Mr. Speaker, I ask unanimous consent to take from the Speaker's table the bill (H.R. 10495) to authorize appropriations for the fiscal years 1962 and 1963 for the construction of certain highways in accordance with title 23 of the United States Code, and for other purposes, with Senate amendments thereto, disagree to the Senate amendments, and agree to the conference asked by the Senate.

The Clerk read the title of the bill.

The SPEAKER. Is there objection to the request of the gentleman from Maryland? [After a pause.] The Chair hears none, and appoints the following conferees: Messrs. FALLON, DAVIS of Tennessee, BLATNIK, SCHERER, and CRAMER.

SALARIES OF FEDERAL EMPLOYEES—VETO MESSAGE FROM THE PRESIDENT OF THE UNITED STATES (H. DOC. NO. 442)

The SPEAKER laid before the House the following veto message from the President of the United States:

To the House of Representatives:

I return herewith, without my approval, H.R. 9883, a bill to increase the salaries of Federal employees.

Whenever I have been presented with legislation providing for increases in Federal salaries that were justified and warranted, I have unhesitatingly given my approval to such legislation—and I would gladly do so again.

H.R. 9883, however, is indefensible by any light. This hastily drawn bill violates every concept of fairness, every rule of reason and logic. Were this measure to become law, the already conspicuous unfairness and discrimination in our antiquated Federal pay system would be greatly intensified. Instead of making progress—by improving the Federal pay structure—we would actually be taking a long step backward.

The money cost of all this retrogression—not to mention its intangible costs—would impose an annual burden on the American taxpayer of three quarters of a billion dollars, and the money would not be wisely spent. Such fiscal and legislative irresponsibility, and particularly the bill's basic unfairness and

the discrimination it would perpetuate, offend all thinking citizens, Federal employees among them, and make this legislation entirely unacceptable.

More specifically, H.R. 9883 is defective in the following respects:

1. The bill totally ignores the recognized precept that the only sound basis for setting Federal salaries is reasonable comparability to rates paid for similar work in private industry. Judged by this standard there is reason to believe, from such information as is now available, that a number of Federal salaries already exceed private rates of pay for similar work and, conversely, that other Federal salaries are below corresponding private compensation. H.R. 9883 in no respect addresses itself to these disparities and, in fact, actually perpetuates and intensifies them.

Furthermore, in the haste to pass some kind of pay legislation in this particular year, the national salary survey currently being made by the Department of Labor to ascertain the comparability of Federal salaries, grade-by-grade, with those paid in private business was completely ignored—notwithstanding that the Congress itself appropriated \$500,000 to finance it. This survey, which will be completed in September, was intended to provide a sound and defensible basis for adjustments in the Federal pay structure—and it still will. To that end, such recommendations as are indicated by the survey and other relevant evidence will be made to the Congress in January.

2. The inequities already present in our Federal pay structure would be sharply accentuated by H.R. 9883. It increases by the largest percentages those salaries which are already apparently in excess of compensation rates for similar work in private industry. On the other hand, the lowest percentage increases are accorded those who appear to be underpaid in relation to their counterparts in private business. To thus heighten the present distortion would be grossly unfair and highly discriminatory.

3. Even within itself H.R. 9883 is manifestly unjust. For a large number of employees it would increase salaries by nearly 9 percent, but for others performing exactly the same work the increase would be only slightly over 7½ percent. Further, employees in the postal field service would, in general, be given larger percentage increases than those provided for nearly twice as many persons who are compensated under the Classification Act and other statutory pay schedules.

4. The claim by proponents of the bill that the pay increases it would provide are justified by a rise in the cost of living is utterly without foundation in fact. Since June of 1958, when a 10 percent pay increase for Federal employees was approved, the cost of living as measured by the Consumers' Price Index has advanced 2.1 percent. More importantly, since the beginning of this administration in January of 1953, Federal civilian employees have received two general pay adjustments, increasing average salaries 17½ to 20 percent in

the aggregate, while during the same period the Consumers' Price Index has advanced less than 11 percent.

5. By not providing offsetting revenues for the \$248 million a year it would add to Post Office Department costs, the bill stands in complete disregard of the policy which the Congress itself established in 1958 that postal revenues should approximately equal postal costs less those costs deemed attributable to the performance of public services. The consequences of this disregard, were H.R. 9883 to become law, would be to increase the postal deficit, which must be met by the American taxpayer, to \$851 million a year.

6. The bill would unwarrantedly extend Federal retirement and life and health insurance benefits to employees of locally-elected county stabilization and conservation committees who are not Federal employees because not appointed or supervised by Government officers. The Federal system should apply only to Federal employees. The legitimate needs of these people for such retirement and insurance opportunities should be met and the Department of Agriculture, accordingly, has for some months now been exploring means by which the Government might appropriately act. I have asked the Secretary of Agriculture to expedite these efforts.

Looking to the future, I urge the Congress, in accordance with my recommendation of last January, promptly to enact legislation which will make permanent the 2½ percent temporary salary increase accorded postal field service employees 2 years ago in 1958. That increase is now scheduled to expire in January of next year, so action prior to adjournment of the current session is advisable.

With regard to general pay legislation, I am convinced, as I have indicated, that it is not presently required and should not be enacted until we can at the same time intelligently modernize our pay system. Evidently, however, this view is not shared by the Congress. In an effort to resolve the difference, therefore, I would be willing at this time to approve a modest increase reasonably commensurate with the percentage rise in the Consumers' Price Index since the last general pay increase became effective. This is the only increase that could possibly be justified under present circumstances. In fairness to the American taxpayer, however, new postal revenues should be provided sufficient not only to offset the cost of any such increase to the Post Office Department, but also to eliminate the current postal deficit.

I must preface my following remarks on another aspect of this legislation by emphasizing that I have an abiding admiration and respect for the great mass of those who work in the Government service. It has been my privilege to have lived and worked with them, in Washington and throughout the world, for half a century. They deserve and rightfully expect fair and enlightened treatment, in personnel matters, on the part of the Government. At the same time,

with regard to their remuneration, they desire only that the accepted principles of reward for merit, length of service, and especial competence be followed. I bear all of this in mind in what I am about to say and I wish to make it clear that the remarks which follow are directed only to a small minority, and in particular their leadership, of what are in the main a fine and outstanding group of public servants.

The other aspect of this legislation to which I refer is unrelated to its merits and is to me deeply disturbing. I am informed that the enactment of H.R. 9883 was attended by intensive and unceasing political pressure exerted flagrantly and in concert on Members of Congress by a number of postal field service employees, particularly their leadership.

I fully respect the legal right of every Federal employee—indeed of all our citizens—to petition the Government. But the activity of which I have been advised so far exceeds a proper exercise of that right, and so grossly abuses it, as to make of it a mockery.

I am further informed that, in anticipation of my disapproval of this bill, it is planned to resume these deplorable tactics, to an even greater degree.

That public servants might be so unmindful of the national good as to even entertain thoughts of forcing the Congress to bow to their will would be cause for serious alarm. To have evidence that a number of them in the postal field service, led by a few, have actually sought to do so is, to say the least, shocking. Were the pressure tactics surrounding the passage of this bill, and apparently further intended in the event of its veto, widely known to the American people, their indignation and outrage in all its power would be quickly felt—and rightly so.

DWIGHT D. EISENHOWER.

THE WHITE HOUSE, June 30, 1960.

The SPEAKER. The objections of the President will be spread at large upon the Journal, and the message and bill will be printed as a House document.

Mr. McCORMACK. Mr. Speaker, I ask unanimous consent that further consideration of the message of the President be postponed until tomorrow.

The SPEAKER. Is there objection to the request of the gentleman from Massachusetts?

There was no objection.

(Mr. JOHANSEN asked and was given permission to extend his remarks at this point in the Record and to include extraneous matter.)

Mr. JOHANSEN. Mr. Speaker, I earnestly commend to the attention of my colleagues the following informative, factual statement regarding H.R. 9883, made by the U.S. Civil Service Commission:

The Civil Service Commission today said that it greatly regretted numerous inaccurate statements that have been made about the effect of the 7½ percent pay bill on Classification Act salaries. In stating the Commission's views that the legislation will have many inequitable results, Chairman Roger W. Jones said:

"1. Legislation now pending at the White House is not a flat 7½ percent increase for all grades and steps within grade under the Classification Act. The raises actually range from 8.3 percent for the top longevity step in grade GS-1 to 5.7 percent for grade GS-18. Furthermore, within all grades through grade GS-10, the average increase is 7.7 percent, with the range running from 7.5 percent to 8 percent or over. The greatest increases, in many cases, will be given in jobs where Government pay already is comparable to that in business and industry.

"2. Not only is the effect of the new schedule unequal, but it also further increases the lack of consistency among the different pay systems of the Government. At the same time discrimination is increased in numerous types of positions in which the Government under one of its salary systems already pays salaries in excess of those paid in private industry. A typical example of this result may be found in the case of general stenographers. Data thus far collected by the Bureau of Labor Statistics in 30 areas show a national average annual salary today for general stenographers of \$3,849. Differences already existing are illustrated by comparing this figure with the Classification Act and postal stenographers whose average salary is at the fourth steps in Grade GS-3 (\$3,780) and level 4 of the Postal Field Service (\$4,455). Under the salary bill now pending the GS-3 rate will advance to \$4,075 and the Postal Field Service rate to \$4,825, thus compounding existing discrepancies.

"3. A precedent for further imbalance and inequity under the Classification Act is set in connection with the application of increases in the salary system of Department of Medicine and Surgery of the Veterans Administration. A 7½-percent increase is granted in the top salary for a Chief Medical Director, thus setting that salary above the statutory salaries of the Administrator of Veterans' Affairs and the Deputy Administrator of Veterans' affairs.

"4. The Commission also is deeply concerned about the dangerous precedent set by a provision in the bill which not only increases the pay of, but gives to some 15,000 employees of Agricultural Stabilization and Conservation County Committees the benefits of the Civil Service Retirement Act, the Federal Employees Group Life Insurance Act, and the Federal Employees Health Benefits Act of 1959. These County Committee employees are not Federal employees in any sense. They are hired and supervised by committees of farmers, elected by other farmers, who are not Federal employees. These employees are not under Federal appointment, they take no oath of office, they are not supervised by a Federal officer, they are not subject to any of the laws relating to tenure, hours of work, salary and conditions of work which regulate the conduct of Federal employees. It is not fair to almost 1 million Classification Act employees to select this group of private citizens for this highly preferential treatment because the Federal Government has some connection with their work. It opens the door for claims of vast numbers of other citizens whose work is also of concern to the Government."

EXEMPTION FROM INSPECTION FOR SMALL VESSELS CARRYING FREIGHT IN INLAND WATERS OF ALASKA

The SPEAKER. The Chair recognizes the gentleman from North Carolina.

Mr. BONNER. Mr. Speaker, I ask unanimous consent to take from the

Speaker's table the bill (S. 2669) to extend the period of exemption from inspection under provisions of section 4426 of the Revised Statutes granted certain small vessels carrying freight to and from places on the inland waters of southeastern Alaska, and agree to the conference asked by the Senate.

The Clerk read the title of the bill.

The SPEAKER. Is there objection to the request of the gentleman from North Carolina? [After a pause.] The Chair hears none and appoints the following conferees: MESSRS. GARMATZ, BOYKIN, CLARK, TOLLEFSON, and RAY.

GENERAL GOVERNMENT MATTERS APPROPRIATION BILL, 1961

Mr. ANDREWS. Mr. Speaker, I call up the conference report on the bill (H. R. 11389) making appropriations for the Executive Office of the President and sundry general Government agencies, for the fiscal year ending June 30, 1961, and for other purposes, and ask unanimous consent that the statement of the managers on the part of the House be read in lieu of the conference report.

Mr. GROSS. Mr. Speaker, reserving the right to object—

The SPEAKER. Does the gentleman object to the statement being read in lieu of the report?

Mr. GROSS. Reserving the right to object, Mr. Speaker, and I shall not, I assume the gentleman will give us an explanation of what happened in conference.

Mr. ANDREWS. Mr. Speaker, this bill appropriates funds to the Executive Office of the President and sundry Government agencies for the fiscal year 1961.

The bill as agreed to in conference provides total appropriations of \$14,207,500; this amount is above the House bill by \$420,000, but it is \$395,000 less than the Senate bill. The increase over the House bill includes \$195,000 for supplemental estimates which were submitted to the Senate after the House had acted. The total amount appropriated is \$420,000 less than the total amount of the budget estimates.

Mr. GROSS. Can the gentleman state briefly where the increase went above the figures in the House bill?

Mr. ANDREWS. One agency was the Bureau of the Budget, another the Foreign Claims Settlement Commission, another the fund for expenses of management improvement, and another the Advisory Committee on Intergovernmental Relations.

Mr. GROSS. By "management improvement" is the gentleman talking about the hiring of consultants and that sort of thing?

Mr. ANDREWS. This is an item that the President is very much interested in.

Mr. GROSS. May I ask the gentlemen, was the pay of these consultants increased from the \$50 a day in the House bill?

Mr. ANDREWS. No, the Senate bill provided for an increase to \$75 but the House bill provided for a maximum of \$50 and the conferees accepted the House figures.

Mr. GROSS. I thank the gentleman. I am glad the conferees held to the \$50 figure.

Mr. GARY. Mr. Speaker, will the gentleman yield?

Mr. GROSS. I yield to the gentleman from Virginia.

Mr. GARY. While it is true the \$50 maximum is in the bill, apparently the maximum that the Congress fixes in this respect has absolutely no effect whatever because the Comptroller General, after the enactment of a general law on this subject back in 1946, issued a ruling that it did not apply to a contract entered into by Department with a firm of consultants. In other words, a Department or Agency of the Government if it employs a consultant is limited by the general law or by specific provisions in its appropriation act, but now, apparently, those consultants are not employed individually by the Department. The Department enters into a contract with a firm of consultants. The ruling of the Comptroller General seemingly is that under such an arrangement there is absolutely no limit whatever to the amount that can be paid for these consultants.

Just a few days ago it was brought to the attention of the Treasury Post Office Subcommittee of the Appropriations Committee that in one contract the Post Office Department had been billed for \$400 a day for consultants. Our subcommittee held a hearing with respect to this contract, and we found out that not only did the Post Office Department have a number of these contracts—only one, however, that provided for the \$400 per day, but several of them paying more than the maximum fixed by law. We also found out, however, that was true of practically every department of Government. We felt there should be a general investigation of this entire matter. Our subcommittee, being limited in its jurisdiction to the Treasury and Post Office Department, decided that the investigation should be turned over to some other subcommittee, with general jurisdiction, and so recommended to the chairman of the full committee.

It is my understanding it has now been referred to the General Government Matters Subcommittee, which is going to inquire into the matter and has scheduled a hearing for tomorrow afternoon.

We have also written to the Comptroller General asking for a clarification of the previous opinion and whether or not in his opinion the ruling issued by his predecessor in 1946 applies to the contracts that are being entered into today.

Mr. GROSS. I will say to the gentleman I am well aware of the contract which he mentions—the unbelievable contract that he mentions—and it was because of that and because of this wild hiring of consultants throughout the Government that I asked the question.

Mr. GARY. I assumed that was the reason the gentleman made the inquiry, and that is the reason that I am undertaking to answer it and to tell him why the limit has little if any effect now, and that if the Comptroller General says that this opinion still applies, we must adopt

some other legislation to limit the payments under these contracts.

Mr. GROSS. It is almost unbelievable that a department of Government, any department or agency of Government, would hire consultants at the rate of \$400 a day for approximately 7 hours a day. That is simply out of this world and ought to be stopped.

Mr. GARY. It was a revelation to our committee, and that is the reason we are going into it. Certainly, if the interpretation of the law made by the Comptroller General back in 1946 is correct, then it is legal for the departments to pay any amount under these contracts, but it is certainly, in my judgment, circumventing the intent of the Congress, if not the law passed by the Congress.

Mr. GROSS. I agree.

The SPEAKER. Is there objection to the request of the gentleman from Alabama?

There was no objection.

The Clerk read the statement.

(For conference report and statement see proceedings of the House of June 29, 1960.)

Mr. FOUNTAIN. Mr. Speaker, I want to express my disappointment and regret that the conferees have reduced the appropriation for the Advisory Commission on Intergovernmental Relations from the \$175,000 recommended by the President and the Senate to \$115,000. Unfortunately, this appropriation was handled in an unusual way which did not permit a hearing on this matter before the House Appropriations Committee. As a consequence, the House conferees did not have the benefit of full information on the Commission's program and budget requirements. I am appreciative, however, that the House conferees, on the basis of the information which I furnished the distinguished chairman, supported an amount sufficient to enable the Commission to function effectively until the Congress can act further in this matter.

In the interest of expediting the work of the House prior to recess, I shall not oppose the conference report. However, I want to call attention to the fact that when Public Law 380 establishing the Commission was overwhelmingly supported and passed last year, I had prepared a minimum budget estimate for the guidance of the House. That estimate was \$179,850 for fiscal 1961, substantially in agreement with the amount recommended by the President.

The fundamental purpose of this Commission is to encourage the strengthening of State and local government and to facilitate economical and efficient working relations between the Federal Government and State and local governments.

Even a small amount of accomplishment toward these objectives will be worth many times the modest amount requested. The budget for this important agency should be viewed as an investment, not an expense. To impair the work of the Commission by a \$60,000 cut is not only shortsighted economy but is unfair to the Governors, mayors, county officials and Members of Congress who

are actively devoting their time to the Commission without compensation. I submit that it will be most unfair to the members of the Commission to expect them to serve without adequate staff assistance. I sincerely hope that it will be possible to restore the \$60,000 by a supplemental appropriation when the Congress returns after the recess.

Mr. ANDREWS. Mr. Speaker, I move the previous question on the conference report.

The previous question was ordered.

The conference report was agreed to.

A motion to reconsider was laid on the table.

FAIR LABOR STANDARDS AMENDMENTS OF 1960

Mr. SMITH of Virginia. Mr. Speaker, I call up House Resolution 581 and ask for its immediate consideration.

The Clerk read the resolution, as follows:

Resolved, That upon the adoption of this resolution, it shall be in order to move that the House resolve itself into the Committee of the Whole House on the State of the Union for the consideration of the bill (H.R. 12677) to amend the Fair Labor Standards Act of 1938, as amended, to provide coverage for employees of large enterprises engaged in retail trade or service and of other employers engaged in activities affecting commerce, to increase the minimum wage under the Act to \$1.25 an hour, and for other purposes. After general debate, which shall be confined to the bill and continue not to exceed two hours, to be equally divided and controlled by the chairman of the Committee on Education and Labor and the ranking minority member thereof, the bill shall be considered as having been read and open at any point for amendment under the five-minute rule. It shall be in order to consider, without the intervention of any point of order, the text of the bill, H.R. 12853, as introduced under date of June 28, 1960, as an amendment to the bill, H.R. 12677. At the conclusion of such consideration, the Committee shall rise and report the bill to the House with such amendments as shall have been adopted, and the previous question shall be considered as ordered on the bill and amendments thereto to final passage without intervening motion except one motion to recommit with or without instructions.

CALL OF THE HOUSE

Mr. KEARNS. Mr. Speaker, I make the point of order that a quorum is not present.

The SPEAKER. Evidently a quorum is not present.

Mr. THOMPSON of Texas. Mr. Speaker, I move a call of the House.

A call of the House was ordered.

The Clerk called the roll and the following Members failed to answer to their names:

[Roll No. 166]

Alford	Durham	Morris, Okla.
Anderson,	Edmondson	Philon
Mont,	Fulton	Powell
Auchincloss	Hébert	Scheker
Bentley	Keogh	Smith, Calif.
Blitch	King, Calif.	Steed
Brown, Mo.	Kirwan	Vinson
Buckley	Mailliard	Widnall
Burdick	Mason	Willis
Carnahan	Metcalfe	Younger
Coad	Miller, N.Y.	
Davis, Ga.	Morris, N. Mex.	

Digest of CONGRESSIONAL PROCEEDINGS

OF INTEREST TO THE DEPARTMENT OF AGRICULTURE

OFFICE OF
BUDGET AND FINANCE

(For Department
Staff Only)

CONTENTS

Issued July 5, 1960
For actions of July 1, 1960
86th-2d, No. 123

Acreage allotments.....	41
Administrative practices.....	35
Appropriations 1,2,3,5,7,10,40,43	
ARS.....	1
Banking.....	49
Botanic garden.....	19
Budget.....	33
Casein imports.....	44
Coconut meat.....	26
Color additives.....	13
Conservation.....	19
Contracts.....	17
Cotton.....	48
Crop insurance.....	19
Defense production.....	42
Depressed areas.....	25
Electrification.....	27
Entomology.....	1
Farm program.....	32
Flood control.....	1,12,22
Food supply.....	31
Foreign affairs.....	47
Forest highways.....	1,18
Grapes and plums.....	19
Great Plains.....	19

Hawaii.....	9
Household effects.....	45
Industrial loans.....	25
Lands.....	8,19
Library services.....	23
Military construction.....	10
Organization.....	24
Pay increase.....	1,6
Personnel.....	1,6,33
Potatoes.....	29
Poultry food.....	1
Procurement.....	37
Property.....	21
Public debt.....	46
Public health.....	16
Purchasing.....	17
Reclamation.....	14
Recreation.....	23
Roads and trails.....	18
Small business.....	15
Social security.....	34
Soil bank.....	19
Sugar.....	4,36
Supplemental appropriations.....	1
Surplus food.....	39
Taxation.....	33
Trade agreements.....	34
Transportation.....	11
Water research.....	30
Watersheds.....	1,20
Wool imports.....	50

HIGHLIGHTS: Senate passed supplemental appropriation bill. Senate committee reported resolution to adjust sugar quotas. Both Houses agreed to conference reports and cleared for President: Independent offices appropriation bill; legislative branch appropriation bill. Senate agreed to conference report on general Government matters appropriation bill. Both Houses passed appropriation continuation measure. Both Houses overrode President's veto of pay raise bill. House received conference report on road authorization bill, including forest roads. House committee voted to report bill to permit inclusion of administrative costs in crop insurance premiums.

SENATE

1. SUPPLEMENTAL APPROPRIATION BILL, 1961. By a vote of 90 to 2, passed with amendments this bill, H. R. 12740 (pp. 14378-80). The bill had been reported earlier by the Appropriations Committee with amendments (S. Rept. 1832) (p. 14378). Agreed to the following committee amendments: To strike out \$500,000 to ARS for the construction of an entomology laboratory and insert \$5,200,000 to ARS for the construction of facilities; to provide to SCS \$1,800,000 additional for watershed protection and \$1,570,000 for flood prevention; to provide \$1,350,000 addition to AMS to permit inspection of poultry-food products in processing plants during fiscal year 1961; and to provide \$30,000,000 to the

Bureau of Public Roads for payment of obligations incurred in the construction of forest highways. p. 14378

Agreed to an amendment by Sen. Hayden to provide that appropriations, authorizations, and funds available to departments and agencies for the fiscal year 1961 may be apportioned on the basis indicating the need for supplemental estimates so as to permit the payment of pay increases provided for in new pay raise law. p. 14379

Agreed to an amendment by Sen. Johnson to provide \$5,031,000 for construction of an international storage dam on the Rio Grande by the U. S. and Mexico. (p. 14379). Conferees were appointed. p. 14380

2. INDEPENDENT OFFICES APPROPRIATIONS BILL, 1961. Both Houses agreed to the conference report on this bill, H. R. 11776, and acted on amendments in disagreement. This bill will now be sent to the President. pp. 14294-6, 14309-12
3. GENERAL GOVERNMENT MATTERS APPROPRIATION BILL, 1961. Agreed to the conference report on this bill, H. R. 11389, and acted on amendments in disagreement. This bill will now be sent to the President. p. 14297
4. SUGAR. The Finance Committee reported without amendment S. J. Res. 217, to authorize the President to make certain adjustments in the sugar quotas for foreign countries (S. Rept. 1833). p. 14215
Sen. Long, Hawaii, inserted a newspaper editorial, "Sugar as a Foreign Policy Instrument," discussing the proposed legislation to give the President authority to adjust foreign sugar quotas. p. 14226
5. LEGISLATIVE APPROPRIATION BILL, 1961. Both Houses agreed to the conference report on this bill, H. R. 12232, with the Senate agreeing to recede from the remaining amendment of the Senate in disagreement. This bill will now be sent to the President. pp. 14297-9, 14341
6. PERSONNEL; PAY RAISE. Both Houses voted to override the President's veto of H. R. 9883, the pay raise bill for Federal employees (the House by a vote of 345 to 69, and the Senate by a vote of 74 to 24). The bill now becomes law. pp. 14307-8, 14264, 14265-6, 14275-92 (Public Law 86-568)
7. TEMPORARAY APPROPRIATIONS. Both Houses passed without amendment H. J. Res. 778, the appropriations continuation resolution to make temporary appropriations until Aug. 31, 1960, to those departments and agencies whose annual appropriation bills have not yet been enacted. This measure will now be sent to the President. pp. 14293, 14307-8
8. LANDS. Passed with amendment S. 2587, to require an act of Congress for public land withdrawals in excess of 5,000 acres in the aggregate for any project or facility of any department or agency of the Government. pp. 14416-7
Passed with amendments H. R. 7004, to permit consistent practices in the management of all Bureau of Land Management lands so far as investigations, cooperative agreements, and acceptance of contributions are concerned. pp. 14428-9
9. HAWAII. Agreed to H. Con. Res. 706, authorizing certain correction in the enrolling of H. R. 11602, to amend certain laws in light of the admission of Hawaii into the Union. p. 14268
10. MILITARY CONSTRUCTION APPROPRIATION BILL, 1961. Both Houses agreed to the conference report on this bill, H. R. 12231, and acted on amendments in disagreement. This bill will now be sent to the President. pp. 14293-4, 14308-9

Public Law 86-568
86th Congress, H. R. 9883
July 1, 1960

AN ACT

74 STAT. 296.

To adjust the rates of basic compensation of certain officers and employees of the Federal Government, and for other purposes.

Be it enacted by the Senate and House of Representatives of the United States of America in Congress assembled,

TITLE I—SALARY ADJUSTMENTS FOR GOVERNMENT
EMPLOYEES

PART A—POSTAL FIELD SERVICE EMPLOYEES

Postal Employees
Salary Increase
Act of 1960.

SHORT TITLE

SEC. 101. This part may be cited as the "Postal Employees Salary Increase Act of 1960".

POSTAL FIELD SERVICE SCHEDULE

SEC. 102. The Postal Field Service Schedule contained in section 301(a) of the Postal Field Service Compensation Act of 1955, as amended (72 Stat. 145, 215; 39 U.S.C. 971(a)), is amended to read 69 Stat. 118. as follows:

"POSTAL FIELD SERVICE SCHEDULE

"Level	Per annum rates and steps						
	1	2	3	4	5	6	7
1.....	\$3,415	\$3,545	\$3,675	\$3,805	\$3,935	\$4,065	\$4,195
2.....	3,670	3,805	3,940	4,075	4,210	4,345	4,480
3.....	3,955	4,100	4,245	4,390	4,535	4,680	4,825
4.....	4,345	4,505	4,665	4,825	4,985	5,145	5,305
5.....	4,695	4,765	4,925	5,085	5,245	5,405	5,565
6.....	4,975	5,150	5,325	5,500	5,675	5,850	6,025
7.....	5,370	5,555	5,740	5,925	6,110	6,295	6,480
8.....	5,790	5,995	6,200	6,405	6,610	6,815	7,020
9.....	6,255	6,480	6,705	6,930	7,155	7,380	7,605
10.....	6,870	7,110	7,350	7,590	7,830	8,070	8,310
11.....	7,590	7,820	8,050	8,340	8,630	8,920	9,210
12.....	8,320	8,605	8,890	9,175	9,460	9,745	10,030
13.....	9,160	9,470	9,780	10,090	10,400	10,710	11,020
14.....	10,075	10,410	10,745	11,080	11,415	11,750	12,085
15.....	11,075	11,440	11,805	12,170	12,535	12,900	13,265
16.....	12,205	12,570	12,935	13,300	13,665	14,030	14,395
17.....	13,505	13,870	14,235	14,600	14,965	15,330	15,695
18.....	15,165	15,525	15,885	16,245	16,605	16,965	17,325
19.....	16,585	16,945	17,305				
20.....	17,290						

RURAL CARRIER SCHEDULE

69 Stat. 119. SEC. 103. (a) The Rural Carrier Schedule contained in section 302(a) of such Act, as amended (72 Stat. 145; 39 U.S.C. 972(a)), is amended to read as follows:

74 STAT. 296.

74 STAT. 297.

"RURAL CARRIER SCHEDULE

"Per annum rates and steps

	1	2	3	4	5	6	7
Carriers in rural delivery service:							
Fixed compensation per annum.....	\$2,053	\$2,132	\$2,211	\$2,290	\$2,369	\$2,448	\$2,527
Compensation per mile per annum for each mile up to 30 miles of route.....	71	73	75	77	79	81	83
For each mile of route over 30 miles.....	24	24	24	24	24	24	24
Temporary carriers in rural delivery service on routes to which no regular carrier is assigned:							
Fixed compensation per annum.....	2,053						
Compensation per mile per annum for each mile up to 30 miles of route.....	71						
For each mile of route over 30 miles.....	24						
Temporary carriers in rural delivery service on routes having regular carriers absent without pay or on military leave.....	(1)	(1)	(1)	(1)	(1)	(1)	(1)
Substitute carriers in rural delivery service on routes having carriers absent with pay.....	(1)	(1)	(1)	(1)	(1)	(1)	(1)

"1 Basic compensation authorized for the regular carrier."

(b) Section 302(c) of such Act, as amended (69 Stat. 119, 72 Stat. 145; 39 U.S.C. 972(c)), is amended by striking out "\$5,165 during the period referred to in section 304(c) or \$5,035 thereafter" and inserting in lieu thereof "the basic salary for the maximum step in the Rural Carrier Schedule for a route sixty-one miles in length".

FOURTH-CLASS OFFICE SCHEDULE

SEC. 104. The Fourth-Class Office Schedule contained in section 303(a) of such Act, as amended (72 Stat. 146; 39 U.S.C. 973(a)), is amended to read as follows:

"FOURTH-CLASS OFFICE SCHEDULE

"Gross receipts	Per annum rates and steps						
	1	2	3	4	5	6	7
\$1,300 to \$1,499.99.....	\$2,979	\$3,078	\$3,177	\$3,276	\$3,375	\$3,474	\$3,573
\$900 to \$1,299.99.....	2,730	2,820	2,910	3,000	3,090	3,180	3,270
\$600 to \$899.99.....	2,234	2,309	2,384	2,459	2,534	2,609	2,684
\$350 to \$599.99.....	1,737	1,794	1,851	1,908	1,965	2,022	2,079
\$250 to \$349.99.....	1,242	1,282	1,322	1,362	1,402	1,442	1,482
\$200 to \$249.99.....	993	1,025	1,057	1,089	1,121	1,153	1,185
\$100 to \$199.99.....	745	769	793	817	841	865	889
Under \$100.....	495	511	527	543	559	575	591"

RELATED PROVISIONS COVERING POSTAL FIELD SERVICE EMPLOYEES

SEC. 105. (a) Section 304(c) of such Act, as amended (72 Stat. 146; 39 U.S.C. 974(c)), is hereby repealed.

(b) Section 401 of such Act, as amended (39 U.S.C. 981), is amended 69 Stat. 122. by adding at the end thereof the following subsection:

“(d) Any increase in basic salary granted by law on or after the effective date of this subsection shall not be deemed to be an equivalent increase in basic salary within the meaning of subsection (a) of this section.”

74 STAT. 297.

(c) The annual rate of basic salary of any officer or employee whose basic salary, immediately prior to the effective date of this subsection, is at a rate between two scheduled rates, or above the highest scheduled rate, in the Postal Field Service Schedule, the Rural Carrier Schedule, or the Fourth-Class Office Schedule, whichever may be applicable, is hereby increased by an amount equal to the amount of the increase made by this part in the next lower rate of the appropriate level in such schedule. As used in this subsection, the term “basic salary” has the same meaning as when used in the Postal Field Service Compensation Act of 1955.

74 STAT. 298.

(d) This part shall have the same force and effect within Guam as within other possessions of the United States.

69 Stat. 88.
39 USC 951
note.

PART B—GOVERNMENT EMPLOYEES GENERALLY

Federal Employees
Salary Increase
Act of 1960.

SHORT TITLE

SEC. 111. This part may be cited as the “Federal Employees Salary Increase Act of 1960”.

SALARY INCREASE FOR EMPLOYEES SUBJECT TO CLASSIFICATION ACT OF 1949

SEC. 112. (a) Section 603(b) of the Classification Act of 1949, as amended (72 Stat. 203; 5 U.S.C. 1113(b)), is amended to read as follows:

“(b) The compensation schedule for the General Schedule shall be as follows:

“Grade	Per annum rates						
GS-1.....	\$3,185	\$3,290	\$3,395	\$3,500	\$3,605	\$3,710	\$3,815
GS-2.....	3,500	3,605	3,710	3,815	3,920	4,025	4,130
GS-3.....	3,760	3,865	3,970	4,075	4,180	4,285	4,390
GS-4.....	4,040	4,145	4,250	4,355	4,460	4,565	4,670
GS-5.....	4,345	4,510	4,675	4,840	5,005	5,170	5,335
GS-6.....	4,830	4,995	5,160	5,325	5,490	5,655	5,820
GS-7.....	5,355	5,520	5,685	5,850	6,015	6,180	6,345
GS-8.....	5,885	6,050	6,215	6,380	6,545	6,710	6,875
GS-9.....	6,435	6,600	6,765	6,930	7,095	7,260	7,425
GS-10.....	6,995	7,160	7,325	7,490	7,655	7,820	7,985
GS-11.....	7,560	7,820	8,080	8,340	8,600	8,860	-----
GS-12.....	8,955	9,215	9,475	9,735	9,995	10,255	-----
GS-13.....	10,635	10,895	11,155	11,415	11,675	11,935	-----
GS-14.....	12,210	12,470	12,730	12,990	13,250	13,510	-----
GS-15.....	13,730	14,055	14,380	14,705	15,030	-----	-----
GS-16.....	15,255	15,515	15,775	16,035	16,295	-----	-----
GS-17.....	16,530	16,790	17,050	17,310	17,570	-----	-----
GS-18.....	18,500	-----	-----	-----	-----	-----	-----

(b) The rates of basic compensation of officers and employees to whom this section applies shall be initially adjusted as follows:

Adjustment
of compen-
sation.

(1) If the officer or employee is receiving basic compensation immediately prior to the effective date of this section at one of the scheduled or longevity rates of a grade in the General Schedule of the Classification Act of 1949, as amended, he shall receive a rate of basic compensation at the corresponding scheduled or longevity rate in effect on and after such date.

(2) If the officer or employee is receiving basic compensation immediately prior to the effective date of this section at a rate between two scheduled or two longevity rates, or between a scheduled and a longevity rate, of a grade in the General Schedule, he shall receive a rate of basic compensation at the higher of the two corresponding rates in effect on and after such date.

74 STAT. 298.

74 STAT. 299.

(3) If the officer or employee (other than an officer or employee subject to paragraph (4) of this subsection), immediately prior to the effective date of this section, is receiving basic compensation at a rate in excess of the maximum longevity rate of his grade, or in excess of the maximum scheduled rate of his grade if there is no longevity rate for his grade, he shall receive basic compensation at a rate equal to the rate which he received immediately prior to such effective date, increased by an amount equal to the amount of the increase made by this section in the maximum longevity rate, or the maximum scheduled rate, as the case may be, of his grade until (A) he leaves such position, or (B) he is entitled to receive basic compensation at a higher rate by reason of the operation of the Classification Act of 1949, as amended; but, when his position becomes vacant, the rate of basic compensation of any subsequent appointee thereto shall be fixed in accordance with such Act, as amended.

5 USC 1071 note.

(4) If the officer or employee, immediately prior to the effective date of this section, is receiving, pursuant to paragraph (4) of section 2(b) of the Federal Employees Salary Increase Act of 1955, an existing aggregate rate of compensation determined under section 208(b) of the Act of September 1, 1954 (68 Stat. 1111; Public Law 763, Eighty-third Congress), plus the amount of the increase provided by section 2 of the Federal Employees Salary Increase Act of 1955 and by section 2 of the Federal Employees Salary Increase Act of 1958, he shall receive an aggregate rate of compensation equal to the sum of (A) his existing aggregate rate of compensation determined under such section 208(b) of the Act of September 1, 1954, (B) the amount of the increase provided by section 2 of the Federal Employees Salary Increase Act of 1955, (C) the amount of the increase provided by section 2 of the Federal Employees Salary Increase Act of 1958, and (D) the amount of the increase made by this section in the maximum longevity rate of his grade, until (i) he leaves his position, or (ii) he is entitled to receive aggregate compensation at a higher rate by reason of the operation of this title or any other provision of law; but, when such position becomes vacant, the aggregate rate of compensation of any subsequent appointee thereto shall be fixed in accordance with applicable provisions of law. Subject to clauses (i) and (ii) of the immediately preceding sentence of this paragraph, the amount of the increase provided by this section shall be held and considered for the purposes of section 208(b) of such Act of September 1, 1954, to constitute a part of the existing aggregate rate of compensation of such employee.

69 Stat. 173.

5 USC 1113 note.

5 USC 926.

72 Stat. 203.

5 USC 1113 and note.

EMPLOYEES SUBJECT TO THE FOREIGN SERVICE ACT OF 1946

SEC. 113. (a) The third sentence of section 412 of the Foreign Service Act of 1946, as amended (22 U.S.C. 867), is amended by striking out "\$19,250" and inserting in lieu thereof "\$19,800".

70 Stat. 704.

(b) The fourth sentence of section 412 of such Act is amended to read as follows: "The per annum salaries of Foreign Service officers within each of the other classes shall be as follows: 22 USC 867.

"Class 1.....	\$17,250	\$17,650	\$18,050	\$18,450	\$18,850	\$19,250	\$19,650	-----
Class 2.....	14,900	15,255	15,610	15,965	16,320	16,675	17,030	-----
Class 3.....	12,535	12,890	13,245	13,600	13,955	14,310	14,665	-----
Class 4.....	10,645	10,945	11,245	11,545	11,845	12,145	12,445	-----
Class 5.....	8,755	9,055	9,355	9,655	9,955	10,255	10,555	-----
Class 6.....	7,215	7,455	7,695	7,935	8,175	8,415	8,655	-----
Class 7.....	6,035	6,215	6,395	6,575	6,755	6,935	7,115	-----
Class 8.....	5,085	5,265	5,445	5,625	5,805	5,985	6,165	\$6,345"

74 STAT. 299.

74 STAT. 300.

(c) The second sentence of section 415 of such Act (22 U.S.C. 870) is amended to read as follows: "The per annum rates of staff officers and employees within each class shall be as follows: 60 Stat. 1003.

"Class 1.....	\$12,655	\$13,030	\$13,405	\$13,780	\$14,155	-----	-----
Class 2.....	11,740	12,065	12,390	12,715	13,040	-----	-----
Class 3.....	10,785	11,095	11,405	11,715	12,025	-----	-----
Class 4.....	9,780	10,080	10,400	10,710	11,020	-----	-----
Class 5.....	9,025	9,285	9,545	9,805	10,065	\$10,325	-----
Class 6.....	8,270	8,500	8,730	8,960	9,190	9,420	-----
Class 7.....	7,515	7,745	7,975	8,205	8,435	8,665	-----
Class 8.....	6,760	6,990	7,220	7,450	7,680	7,910	-----
Class 9.....	6,005	6,235	6,465	6,695	6,925	7,155	-----
Class 10.....	5,500	5,690	5,880	6,070	6,260	6,450	\$6,640
Class 11.....	5,000	5,155	5,310	5,465	5,620	5,775	5,930
Class 12.....	4,495	4,650	4,805	4,960	5,115	5,270	5,425
Class 13.....	4,010	4,165	4,320	4,475	4,630	4,785	4,940
Class 14.....	3,550	3,705	3,860	4,015	4,170	4,325	4,480
Class 15.....	3,325	3,440	3,555	3,670	3,785	3,900	4,015
Class 16.....	3,095	3,175	3,255	3,335	3,415	3,495	3,575
Class 17.....	2,860	2,940	3,020	3,100	3,180	3,260	3,340
Class 18.....	2,640	2,720	2,800	2,880	2,960	3,040	3,120
Class 19.....	2,410	2,490	2,570	2,650	2,730	2,810	2,890
Class 20.....	2,180	2,260	2,340	2,420	2,500	2,580	2,660
Class 21.....	1,950	2,030	2,110	2,190	2,270	2,350	2,430
Class 22.....	1,720	1,800	1,880	1,960	2,040	2,120	2,200"

(d) Foreign Service officers, Reserve officers, and Foreign Service staff officers and employees who are entitled to receive basic compensation immediately prior to the effective date of this section at one of the step rates provided by section 412 or section 415 of the Foreign Service Act of 1946, shall receive basic compensation on or after the effective date of this section at the corresponding step rate as provided by such section 412 or 415 as amended by this section.

EMPLOYEES IN THE DEPARTMENT OF MEDICINE AND SURGERY IN THE
VETERANS' ADMINISTRATION

SEC. 114. (a) Section 4103(b) of title 38 of the United States Code, relating to the annual salary of the Chief Medical Director of the Department of Medicine and Surgery of the Veterans' Administration, is amended by striking out "\$19,580" and inserting in lieu thereof "\$21,050". 72 Stat. 1243.

(b) Section 4103(c) of such title, relating to the annual salary of the Deputy Chief Medical Director of the Department of Medicine and Surgery of the Veterans' Administration, is amended by striking out "\$18,480" and inserting in lieu thereof "\$19,870".

(c) Section 4103(d) of such title, relating to the annual salaries of the Assistant Chief Medical Directors and the directors of service or chiefs of division of the Department of Medicine and Surgery of the Veterans' Administration, is amended—

(1) by striking out "\$17,380" and inserting in lieu thereof "\$18,685"; and

(2) by striking out "\$14,545 minimum to \$16,500 maximum" and inserting in lieu thereof "\$15,640 minimum to \$17,740 maximum".

(d) Section 4103(e) of such title, relating to the annual salaries of the Director of Nursing Service and the Deputy Director of Nursing

Service of the Department of Medicine and Surgery of the Veterans' Administration, is amended—

(1) by striking out "\$12,770 minimum to \$13,970 maximum" and inserting in lieu thereof "\$13,730 minimum to \$15,030 maximum"; and

(2) by striking out "\$11,355 minimum to \$12,555 maximum" and inserting in lieu thereof "\$12,210 minimum to \$13,510 maximum".

74 STAT. 300.

74 STAT. 301.

(e) Section 4103(f) of such title, relating to the annual salaries of the chief pharmacist, the chief dietitian, the chief physical therapist, and the chief occupational therapist of the Department of Medicine and Surgery of the Veterans' Administration, is amended to read as follows:

"(f) The Administrator may appoint a chief pharmacist, a chief dietitian, a chief physical therapist, and a chief occupational therapist. During the period of his service as such, the chief pharmacist and the chief dietitian shall be paid a salary of \$13,730 minimum to \$15,030 maximum a year and the chief physical therapist and the chief occupational therapist shall be paid a salary of \$12,210 minimum to \$13,510 maximum a year."

(f) Section 4107(a) of such title, relating to the maximum and minimum rates of annual salary of certain employees of the Medical Service, the Dental Service, and the Nursing Service of the Department of Medicine and Surgery of the Veterans' Administration, is amended to read as follows:

"§ 4107. Grades and pay scales

"(a) The grades and per annum full-pay ranges for positions provided in paragraph (1) of section 4104 of this title shall be as follows:

"MEDICAL SERVICE

"Chief grade, \$13,730 minimum to \$15,030 maximum.

"Senior grade, \$12,210 minimum to \$13,510 maximum.

"Intermediate grade, \$10,635 minimum to \$11,935 maximum.

"Full grade, \$8,955 minimum to \$10,255 maximum.

"Associate grade, \$7,560 minimum to \$8,860 maximum.

"Junior grade, \$6,995 minimum to \$7,985 maximum.

"DENTAL SERVICE

"Chief grade, \$13,730 minimum to \$15,030 maximum.

"Senior grade, \$12,210 minimum to \$13,510 maximum.

"Intermediate grade, \$10,635 minimum to \$11,935 maximum.

"Full grade, \$8,955 minimum to \$10,255 maximum.

"Associate grade, \$7,560 minimum to \$8,860 maximum.

"Junior grade, \$6,995 minimum to \$7,985 maximum.

"NURSING SERVICE

"Assistant Director, \$8,955 minimum to \$10,255 maximum.

"Senior grade, \$7,560 minimum to \$8,860 maximum.

"Full grade, \$6,435 minimum to \$7,425 maximum.

"Associate grade, \$5,600 minimum to \$6,630 maximum.

"Junior grade, \$4,760 minimum to \$5,790 maximum.

"ADMINISTRATION

"(b) Notwithstanding any law, Executive order, or regulation, the Administrator shall prescribe by regulation the hours and conditions of employment and leaves of absence of physicians, dentists, and nurses."

(g) Section 4108(d) of such title, prescribing the maximum amount of pay and allowances of medical, surgical, and dental specialists of the Department of Medicine and Surgery of the Veterans' Administration, is amended to read as follows:

"(d) Any person, rated as a medical, surgical, or dental specialist under the provisions of this section, shall receive, in addition to his basic pay, an allowance equal to 15 per centum of such pay, but in no event shall the pay plus the allowance authorized by this subsection exceed \$17,200 per annum." 74 STAT. 301.
74 STAT. 302.

AGRICULTURAL STABILIZATION AND CONSERVATION COUNTY COMMITTEE
EMPLOYEES

SEC. 115. (a) The rates of compensation of persons employed by the county committees established pursuant to section 8(b) of the Soil Conservation and Domestic Allotment Act (16 U.S.C. 590h(b)) shall be increased by amounts equal, as nearly as may be practicable, to the increases provided by this title for corresponding rates of compensation in the appropriate schedule or scale of pay. 52 Stat. 31.

(b) (1) Section 2 of the Civil Service Retirement Act, as amended (5 U.S.C. 2252), is amended by adding at the end thereof the following new subsection: 70 Stat. 745.

"(h) This Act shall apply to persons employed by the county committees established pursuant to section 8(b) of the Soil Conservation and Domestic Allotment Act (16 U.S.C. 590h(b)), subject to the following requirements:

"(1) The Secretary of Agriculture is authorized and directed to prescribe and issue such regulations as may be necessary to provide a means of effecting the application and operation of the provisions of this Act with respect to such employees;

"(2) The Commission is authorized and directed to accept the certification of the Secretary of Agriculture or his designee with respect to service, for purposes of this Act, rendered by such employees prior to the effective date of this amendment; and

"(3) Service rendered prior to the effective date of this amendment as an employee of a county committee established pursuant to section 8(b) of the Soil Conservation and Domestic Allotment Act (16 U.S.C. 590h(b)) shall be included in computing length of creditable service for the purposes of this Act only (A) if the employee has to his credit a total period of not less than five years of allowable service under this Act (including service allowable under this amendment) and (B) if, within two years after the effective date of this amendment, the employee shall have deposited with interest at 4 per centum per annum to December 31, 1947, and 3 per centum per annum thereafter, compounded on December 31 of each year, to the credit of the fund, a sum equal to the aggregate of the amounts which would have been deducted from his basic salary during the period of service claimed under this paragraph if during such period he had been subject to this Act."

(2) Notwithstanding any other provision of law, annuity benefits under the Civil Service Retirement Act resulting from the operation of this subsection shall be paid from the civil service retirement and disability fund. 5 USC 2251 note.

68 Stat. 736. (c) Section 2 of the Federal Employees' Group Life Insurance Act of 1954, as amended (5 U.S.C. 2091), is amended by adding at the end thereof the following new subsection:

"(d) Persons employed by the county committees established pursuant to section 8(b) of the Soil Conservation and Domestic Allotment Act (16 U.S.C. 590h(b)) shall, under such conditions of eligibility as the Commission by regulation may prescribe, come within the purview of this Act. The Secretary of Agriculture is authorized and directed to prescribe and issue such regulations as may be necessary to provide a means of effecting the application and operation of the provisions of this subsection with respect to such persons."

74 STAT. 302.
74 STAT. 303.
73 Stat. 708. (d) Section 3 of the Federal Employees Health Benefits Act of 1959 (5 U.S.C. 3002) is amended by adding at the end thereof the following new subsection:

"(f) Persons employed by the county committees established pursuant to section 8(b) of the Soil Conservation and Domestic Allotment Act (16 U.S.C. 590h(b)) may, in such manner and under such conditions of eligibility as the Commission by regulation may prescribe, enroll in an approved health benefits plan described in section 4 either as an individual or for self and family, under the same terms and conditions as apply to other employees who are eligible to enroll in such a plan under this Act. The Secretary of Agriculture is authorized and directed to prescribe and issue such regulations as may be necessary to provide a means of effecting the application and operation of the provisions of this subsection with respect to such persons."

EMPLOYEES IN THE JUDICIAL BRANCH

60 Stat. 329. SEC. 116. (a) The rates of basic compensation of officers and employees in or under the judicial branch of the Government whose rates of compensation are fixed by or pursuant to paragraph (2) of subdivision a of section 62 of the Bankruptcy Act (11 U.S.C. 102(a)(2)), section 3656 of title 18 of the United States Code, the third sentence of section 603, section 604(a)(5), or sections 672 to 675, inclusive, of title 28 of the United States Code, or section 107(a)(6) of the Act of July 31, 1956, as amended (5 U.S.C. 2206(a)(6)), are hereby increased by amounts equal to the increases provided by section 612 of this part in corresponding rates of compensation paid to officers and employees subject to the Classification Act of 1949, as amended.

70 Stat. 739.
5 USC 1071
note. (b) The limitations provided by applicable law on the effective date of this section with respect to the aggregate salaries payable to secretaries and law clerks of circuit and district judges are hereby increased by the amounts necessary to pay the additional basic compensation provided by this part.

(c) Section 753(e) of title 28 of the United States Code (relating to the compensation of court reporters for district courts) is amended by striking out "\$7,095" and inserting in lieu thereof "\$7,630".

EMPLOYEES IN THE LEGISLATIVE BRANCH

60 Stat. 217.
5 USC 931, 932. SEC. 117. (a) Each officer and employee in or under the legislative branch of the Government whose rate of compensation is increased by section 5 of the Federal Employees Pay Act of 1946 shall be paid additional compensation at the rate of 7.5 per centum of his gross rate of compensation (basic compensation plus additional compensation authorized by law).

(b) The basic compensation of each employee in the office of a Senator is hereby adjusted, effective on July 1, 1960, to the lowest multiple of \$60 which will provide a gross rate of compensation not less than the gross rate such employee was receiving immediately

prior thereto, except that the foregoing provisions of this subsection shall not apply in the case of any employee if on or before the fifteenth day following the date of enactment of this Act the Senator by whom such employee is employed notifies the disbursing office of the Senate in writing that he does not wish such provisions to apply to such employee. In any case in which, at the expiration of the time within which a Senator may give notice under this subsection, such Senator is deceased such notice shall be deemed to have been given.

(c) Notwithstanding the provision referred to in subsection (d), the rates of gross compensation of each of the elected officers of the Senate (except the Presiding Officer of the Senate), the Parliamentarian of the Senate, the Legislative Counsel of the Senate, the Senior Counsel in the Office of the Legislative Counsel of the Senate, and the Chief Clerk of the Senate are hereby increased by 7.5 per centum. 74 STAT. 303.
74 STAT. 304.

(d) The paragraph imposing limitations on basic and gross compensation of officers and employees of the Senate appearing under the heading "SENATE" in the Legislative Appropriation Act, 1956 (69 Stat. 510; Public Law 242, Eighty-fourth Congress), is amended to read as follows:

"No officer or employee whose compensation is disbursed by the Secretary of the Senate shall be paid basic compensation at a rate in excess of \$8,880 per annum, or gross compensation at a rate in excess of \$17,525 per annum, unless expressly authorized by law."

(e) The limitation on gross rate per hour per person provided by applicable law on the effective date of this section with respect to the folding of speeches and pamphlets for the Senate is hereby increased by 7.5 per centum. The amount of such increase shall be computed to the nearest cent, counting one-half cent and over as a whole cent. The provisions of subsection (a) of this section shall not apply to employees whose compensation is subject to such limitation.

(f) The official reporters of proceedings and debates of the Senate and their employees shall be considered to be officers or employees in or under the legislative branch of the Government within the meaning of subsection (a).

(g) Each officer or employee of the House of Representatives, whose compensation is disbursed by the Clerk of the House of Representatives and is not increased automatically, or is not permitted to be increased administratively, by reason of any other provision of this section, shall receive additional compensation at the rate of 7.5 per centum of the rate of his total annual compensation in effect immediately prior to the effective date of this section.

(h) The limitations on gross rate per thousand and gross rate per hour per person provided by applicable law on the effective date of this section with respect to the folding of speeches and pamphlets for the House of Representatives are hereby increased by 7.5 per centum. The amount of each such increase shall be computed to the nearest cent, counting one-half cent and over as a whole cent.

(i) The additional compensation provided by this section shall be considered a part of basic compensation for the purposes of the Civil Service Retirement Act (5 U.S.C. 2251 and the following).

70 Stat. 743.

PART C—GENERAL PROVISIONS

AUTHORIZATION OF APPROPRIATIONS

SEC. 121. There are hereby authorized to be appropriated such sums as may be necessary to carry out the provisions of this title and title II.

EFFECTIVE DATE

SEC. 122. The foregoing provisions of this title and the provisions of section 201 shall become effective on the first day of the first pay period which begins on or after July 1, 1960.

TITLE II—EXECUTIVE AND SUPERGRADE POSITIONS

70 Stat. 736. SEC. 201. The Federal Executive Pay Act of 1956 be amended as follows:
5 USC 2201 note.

5 USC 2205. (1) Section 106(a) is amended by adding the following new subparagraph after subparagraph (45):

74 STAT. 304. "(46) Legal adviser, solicitor, or general counsel of an executive department (excluding the Department of Justice)".
74 STAT. 305.

(2) Section 106(b) is amended by deleting the present subparagraph (9) and by inserting in lieu thereof the following:

"(9) General counsel of a military department".

SEC. 202. There shall be in the Department of Health, Education, and Welfare an Administrative Assistant Secretary of Health, Education, and Welfare who shall be appointed, with the approval of the President, by the Secretary of Health, Education, and Welfare under the classified civil service, who shall perform such duties as the Secretary shall prescribe, and whose annual rate of basic compensation shall be \$19,000.

5 USC 1105. SEC. 203. (a) Subsection (b) of section 505 of the Classification Act of 1949, as amended, is amended (1) by striking out "fourteen hundred and twenty-nine" and inserting "fourteen hundred and nine", (2) by striking out "three hundred and seventy-one" and inserting "three hundred and sixty-three", and (3) by striking out "one hundred and fifty-three" and inserting "one hundred and fifty-two".

(b) Such section is further amended by adding at the end thereof a new subsection as follows:

"(1) The Interstate Commerce Commission is authorized, subject to the standards and procedures prescribed by this Act, to place a total of two positions in grade 18, ten positions in grade 17, and thirteen positions in grade 16 of the General Schedule. Such positions shall be in addition to the number of positions authorized to be placed in such grades by subsection (b)."

SAM RAYBURN

Speaker of the House of Representatives.

CARL HAYDEN

President of the Senate pro tempore.

IN THE HOUSE OF REPRESENTATIVES, U. S.

July 1, 1960.

The House of Representatives having proceeded to reconsider the bill (H. R. 9883) entitled "An Act to adjust the rates of basic compensation of certain officers and employees of the Federal Government, and for other purposes", returned by the President of the United States with his objections, to the House of Representatives, in which it originated, it was

Resolved, That the said bill pass, two-thirds of the House of Representatives agreeing to pass the same.

Attest:

RALPH R ROBERTS

Clerk.

I certify that this Act originated in the House of Representatives.

RALPH R ROBERTS

Clerk.

By: H. Newlin Megill

IN THE SENATE OF THE UNITED STATES,

July 1, 1960.

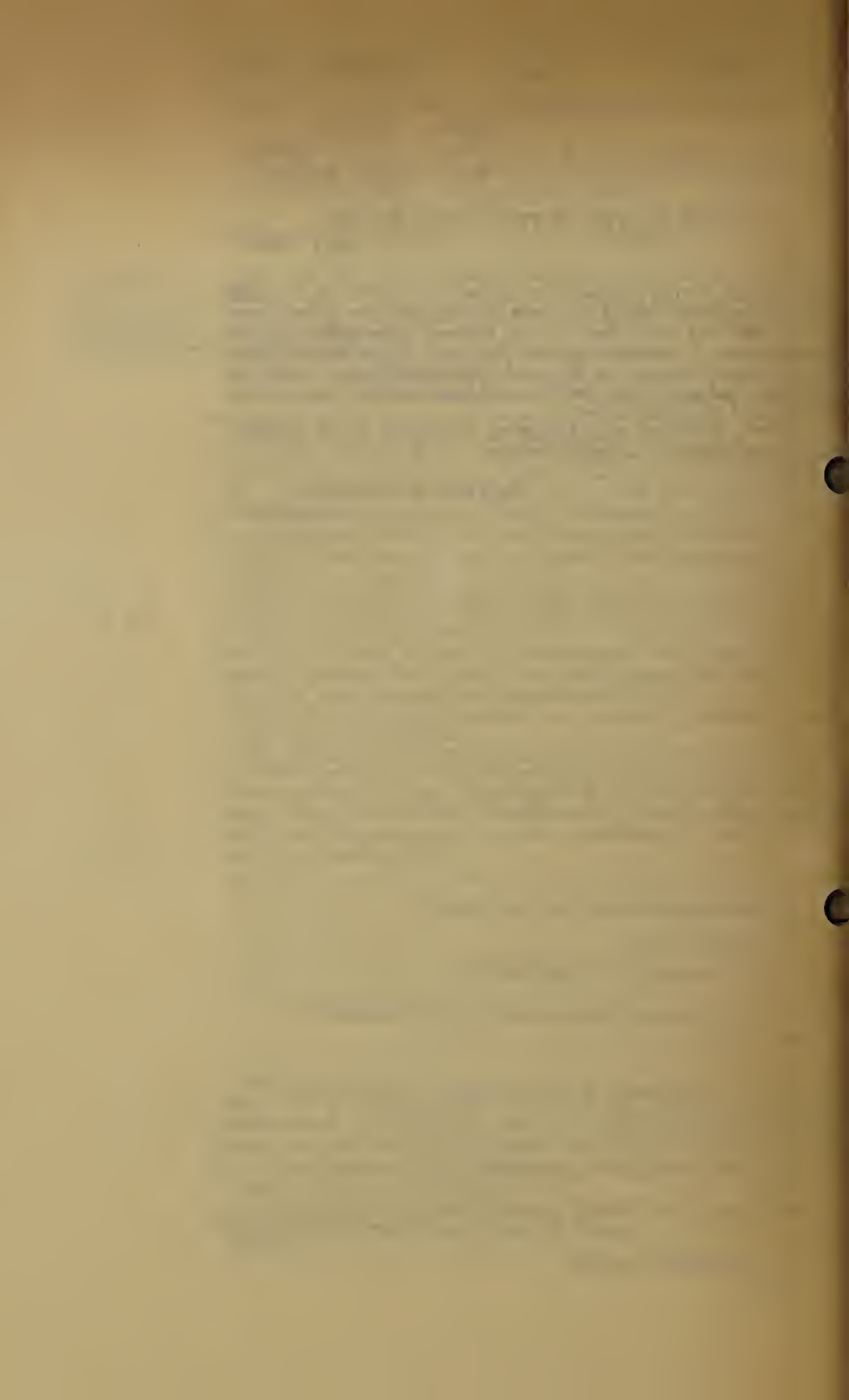
The Senate having proceeded to reconsider the bill (H. R. 9883) entitled "An Act to adjust the rates of basic compensation of certain officers and employees of the Federal Government, and for other purposes", returned by the President of the United States with his objections, to the House of Representatives, in which it originated, and passed by the House of Representatives on reconsideration of the same, it was

Resolved, That the said bill pass, two-thirds of the Senators present having voted in the affirmative.

Attest:

FELTON M. JOHNSTON

Secretary.



traits of long standing with the Senator from Wisconsin. When he has something to say, he speaks his mind and lets the chips fall where they may. I know he would accord to anyone else the same privileges and rights he would claim for himself—and the Members of this body do have privileges and rights.

I point out that it has come to be the habit in this country for a speech by a Democrat in the field of foreign policy, no matter how constructive it is or how constructively critical, in many instances, to be labeled as "partisan"; it is referred to by some as "unpatriotic"; it is considered as a "new low"; "politically motivated" or a "blow at national unity." In the press, Democratic speeches are referred to as "slashing attacks on the administration"; "bitter attacks on the administration"; "harsh attacks on the administration."

I think the press, by and large, is losing much of the responsibility which it should have, because, along with Congress, the executive branch, and the people, the fourth estate likewise has a constructive responsibility which it ought to assume. It ought to forget the headlines; it ought to study the spirit and the intent behind a speech, because what the press says is carried throughout the Nation and throughout the world. In all too many instances, a disservice is done to the cause of unity and patriotism in this country because a headline has primacy over content.

Are we to remain silent as our prestige and standing decline? I do not agree with the Senator from Arizona [Mr. GOLDWATER] that the United States has scored a victory. If we have, it is a pyrrhic victory.

Neither do I agree with the Senator from Wisconsin that our prestige has been built up. It has not been built up. When I listened to the speech by the President on last Monday, I was disturbed and disappointed. I do not agree with his thesis that our standing had been increased in the Far East. I do not agree that this result has brought us much in the way of good. What I say is nothing new; it is what I have said in the State of Montana. There I indicated that I disagreed with the President's statement that our foreign policy should not be changed. I think it must be changed with the times because just as the Senator from Wisconsin has stated, on another matter, "new days require new methods."

I said also that in addition to the fact that our thinking must change with the times, we should veer away from the outmoded concepts and the idea that American dollars spent abroad are the answers to our problems overseas.

The President, in his speech to the Nation, said we should not become frightened. No one is frightened in this country, but the people are concerned over the events of the past 7 or 8 weeks. They have a right to be concerned. The question which concerns us is not a political question. In my opinion, it is a question of national survival.

The results of good will trips made by the President have all too often been an effort to seek an increase in funds by the countries visited—and this applies

to the President's most recent trip to the Far East—rather than a change in policy to bring about a greater degree of self-reliance and a loosening degree of dependence on the United States.

I am sure the Senator from Wisconsin, who is direct and honest in all his dealings, would not want us to remain silent in this Chamber. He would not want us to be ostriches. He would like to have us express our honest views. I am sure that by and large he recognizes that what we should try to do is to express our views in constructive fashion. We cannot, as Senators, disown or disavow our responsibilities by not stating our views as we see conditions. We are responsible to our people; and, as such, we have to express our opinions. We are not robots. We are Senators. We are sent here to do our own thinking, not to be dictated to. I think we can do without Pyrrhic victories and prestige buildups of the kind we have enjoyed—and I use the word "enjoyed" advisedly—over the past 7 or 8 weeks.

The Senator from Wisconsin says he believes in the American system. Mr. President, Democrats believe in the American system too.

There has been no attempt by anyone in the Congress—Democrat or Republican—to usurp the prerogatives of the executive branch. All of us have read the Constitution, and all of us know what is in the Constitution. All of us know that the Constitution vests all the Executive power in the President of the United States, and that under the Constitution the President is the Chief of State and Commander in Chief of the Armed Forces of the Nation. All of us know that he has that authority. But certainly, with that ever present in our minds, we can express our views as we see them.

The Senator from Wisconsin asked why should Congress escape blame for the U-2 incident, inasmuch as the U-2 flights had been conducted successfully during a 4-year program. Mr. President, what I am concerned about is the law of averages. And most important—I am concerned about the question of timing, because at the time of the flight in question, it was generally known that within 3 weeks the President was to go to a summit meeting which he had agreed to attend. I believe that someone with the political responsibility and authority should have been able to take action in that matter, so the flight at that particular time would not have taken place.

No one that I know of has found fault with the U-2 flights or with their success. But, after all, the President of the United States is an important person. He holds the highest office in this land; and we ought to consider him and his position, in relation to this particular incident.

The U-2 inquiry was just about as non-partisan as any inquiry could ever be. I think the chairman of the committee leaned over backward in his efforts to be fair; and certainly he worked in accord with the administration, so that no secret information or information highly executive in nature would be given to the public.

I resent the implication that the chairman of the committee, the Senator from Arkansas [Mr. FULBRIGHT] has been furnishing help to Moscow and is second only to Mr. Khrushchev in criticizing the United States.

Senator FULBRIGHT is a Senator of the United States. He is the chairman of the Senate Foreign Relations Committee. He has responsibilities, just as all other Senators do; and I hope he will continue to exercise them.

Mr. President, have the people been fooled? The Senator from Wisconsin said, "Happily, no." I hope the people have not been fooled, because they are entitled to the truth. After all, the Bible says something to the effect that those who know the truth will remain free.

To my knowledge, no one has ever questioned the motives of the President of the United States. All of us respect him. We think he is a great man, a kind man, and a decent man. I repeat that no one, on either side of the aisle, has ever questioned the motives of President Eisenhower.

The uproar over the failure to acknowledge would not have increased, as has been stated, because the President had overall responsibility. What he did was to take personal responsibility. But neither the President nor any member of the Cabinet had any direct personal knowledge of that particular flight.

I also wish to say that the statement made by the Senator from Arkansas [Mr. FULBRIGHT] was not "an apology for Soviet policy." His statement was anything but that.

We are not exercising hindsight. If the record is examined, I believe it will be found that many of the arguments which are raised today were raised before this matter came to the attention of the country and the world.

Suggestions have been made from time to time. There has been no "self-righteous hindsight"; but I do know of instances where foresight has been used in this body.

No Member of the Congress, to my knowledge, has sought to arrogate to himself the "dictation" of changes in the administration; but suggestions and proposals have been made from time to time. A Senator is not an ostrich, to bury his head in the sand, and let the rest of the world go by, and hope for the best. Neither is a Senator a parrot who must mimic what someone else says. If a Senator cannot think for himself and if a Senator cannot arrive at his own decisions, I do not think he has any business being in this body.

In answer to some of the statements made by the Senator from Wisconsin, there was in my opinion no "tidal wave" of welcome of Mr. Eisenhower in the Far East. NATO is not "stronger" today. NATO is more of a symbol than a shield. Our allies are not "closer" to us. For instance, we find that we cannot now use the airfields in Norway as before, and Denmark has said we cannot use the airfields there; and Pakistan will, I believe be very careful in the future. And despite the statements

made in the last few days in Japan, I note that all our U-2's which used to be based at Atsugi have now been transferred to Okinawa. If these flights are necessary and if they will prevent another Pearl Harbor, why have not they been continued?

I wish to say to the Senator from Wisconsin that all of us agree with him in our respect and our admiration for the President of the United States, no matter who he may be. It is an office which we must respect and to which we must, in a sense, pay veneration. But certainly in these difficult times, in which all of us are involved, there is no room for a Democratic viewpoint or for a Republican viewpoint. There is room only for an American viewpoint.

Mr. President, I ask unanimous consent to have printed in the RECORD at this point a statement entitled "The President's June 27 Report to the Nation."

I thank the Senator from Wisconsin.

There being no objection, the statement was ordered to be printed in the RECORD, as follows:

THE PRESIDENT'S JUNE 27 REPORT TO THE NATION

President Eisenhower, in his address, said nothing that we did not already know. He spoke of the need to preserve good relations with Japan in spite of the recent unfortunate developments. That was a sound observation because Japan is the hinge on which peace hangs in the Far East.

I would not agree with him that our relations with Okinawa have been strengthened nor that in general our standing has been increased in the Far East.

I think he showed wisdom in saying that he has no plans for future trips except of an emergency nature. I believe that good-will trips and personal diplomacy by heads of state should be curtailed drastically and done only on an emergency basis. They accomplish too little in too limited time and involve too much pageantry and too much publicity.

The Secretary of State should likewise curtail his voyages overseas. The long, hard, and dull but necessary work of diplomacy should be conducted by ambassadors who should be given authority to operate in private on a give-and-take basis and away from the glare of publicity.

I disagree with the President that our foreign policy should not be changed. I think it must be changed with the times and that we should veer away from outmoded concepts and the idea that American dollars sent abroad are the answers to our problems overseas. Nobody is "frightened" but people are concerned over the events of the past 6 weeks and they have a right to be. The results of these good will trips have all too often been to seek an increase in funds by the countries visited rather than a change in policy to bring about a greater degree of self-reliance and a lessening degree of dependence on the United States.

I agree with the President that "we must act with mature judgment."

Mr. JOHNSON of Texas. Mr. President, will the Senator from Wisconsin yield to me?

The PRESIDING OFFICER (Mr. JORDAN in the chair). Does the Senator from Wisconsin yield to the Senator from Texas?

Mr. WILEY. I yield.

ADJUSTMENT OF RATES OF BASIC COMPENSATION OF CERTAIN OFFICERS AND EMPLOYEES OF THE FEDERAL GOVERNMENT

Mr. JOHNSON of Texas. Mr. President, I ask that the President's veto message be laid before the Senate and be printed in the RECORD.

The PRESIDING OFFICER (Mr. DODD in the Chair) laid before the Senate a message from the House of Representatives, which was read, as follows:

That the House having proceeded to reconsider the bill (H.R. 9883) to adjust the rates of basic compensation of certain officers and employees of the Federal Government, and for other purposes, returned by the President of the United States, with his objections, to the House of Representatives, in which it originated, it was

Resolved, That the said bill pass, two-thirds of the House of Representatives agreeing to pass the same.

COMMITTEE MEETING DURING SENATE SESSION

Mr. JOHNSON of Texas. Mr. President, I ask unanimous consent that the Finance Committee be permitted to sit during the session of the Senate today.

The PRESIDING OFFICER. Without objection, it is so ordered.

ORDER OF BUSINESS

Mr. JOHNSON of Texas. Mr. President, how much time does the Senator from Wisconsin desire? Ten minutes?

Mr. WILEY. Personally, yes.

Mr. KEATING. Mr. President, will the Senator yield to me? I wish to have a few minutes in which to speak.

Mr. JAVITS. Mr. President, I, too, would like to follow the remarks of the Senator from Wisconsin. It will take me about 15 minutes, and I have arranged for that with the minority leader.

Mr. JOHNSON of Texas. Mr. President, earlier in the day we agreed that when the veto message reached the Senate, we would try to proceed with the debate on it, and then vote on it, so that Senators who might have dinner engagements would not have to ask—as has happened before—that the vote on a vital measure such as this one be postponed.

We have sufficient time to yield to Senators who desire to address themselves to this matter—so far as I am informed by Senators on my side of the aisle.

The Senator from Ohio plans to make a somewhat lengthy statement on tomorrow; but he has indicated that he wishes to ask a question or two today, and I have planned to yield to him enough time for that purpose.

I have planned to yield 5 minutes to the Senator from Arkansas [Mr. FULBRIGHT]; and I shall yield to any other Senator who needs time.

We have 4 hours for the debate on the veto message.

When we proceed with the debate on this very important measure, on which all Senators wish to be recorded, the earliest time, probably, at which we could reach a vote on it would be 5:30. I hope

we can do so. After the vote is taken, Senators will be able to talk on any subjects on which they may desire to talk; and we shall remain in session until midnight, if Senators wish us to do so, or we shall convene early in the morning.

We have already been charged with not sufficiently expediting the handling of legislation. We have just now reported the important international development administration bill which we discussed last night. We shall be in session late in the evening or early tomorrow morning, and we shall have before us various appropriation measures.

I should like to have the Senate proceed with the debate on the vetoed measure, and I think we can do so, if Senators will be reasonable in regard to the amount of time they require.

Mr. KEATING. Mr. President, the Senator from Wisconsin has the floor, does he not?

Mr. DIRKSEN. He does.

Mr. JAVITS. Mr. President, has the Senator from Texas made a unanimous-consent request, as yet?

Mr. JOHNSON of Texas. Yes, early in the day it was agreed that when the veto message was received, 2 hours would be available to each side, for the debate.

Mr. JAVITS. That has been agreed to?

Mr. JOHNSON of Texas. Yes.

The veto message was received at a time when the Senator from Wisconsin was discussing another matter. Consequently, we delayed beginning the debate on the vetoed bill. The Senator from Illinois [Mr. DIRKSEN] was then at lunch. I called him, and discussed with him what we should do about the matter; and he came to the Chamber for the purpose of exploring the matter with Senators on his side.

As the Senator knows, we talked about his time requirements. As near as we can make out, we will not have very much of the 4 hours taken on the veto message. The Senator from Illinois does not think he will use 1 hour of his 2 hours. On our side, we have requests for 20 minutes of the 2 hours. So we could be yielding our time—

Mr. JAVITS. I am ready whenever the Senator wishes to yield to me, and whenever the Senator from Wisconsin has concluded.

Mr. DIRKSEN. Could we have an additional understanding that if additional time were requested, it would be granted?

Mr. JOHNSON of Texas. Yes.

Mr. DIRKSEN. I think the Senator from Wisconsin said he would use another 10 minutes.

Mr. WILEY. Personally.

Mr. DIRKSEN. And the Senator from New York 15 minutes.

Mr. JAVITS. That is correct.

Mr. KEATING. Mr. President, I do not ask for the floor on my own time. I should like to say some nice things about the Senator from Wisconsin. I could do it in 5 minutes, but it would be inadequate.

Mr. WILEY. Mr. President—
Mr. MANSFIELD. Mr. President, may we have order?

The PRESIDING OFFICER. The Senate will be in order.

Mr. JOHNSON of Texas. Mr. President, I yield to the Senator from New York 10 minutes.

Mr. KEATING. Mr. President, who has the floor?

The PRESIDING OFFICER. The Senator from Wisconsin has the floor.

Mr. KEATING. Mr. President, will the Senator yield to me?

Mr. WILEY. I yield, yes.

COMMENDATION OF SENATOR WILEY'S STATEMENT ON THE U-2 INCIDENT

Mr. KEATING. Mr. President, I desire to express in the strongest terms possible my gratitude to the distinguished Senator from Wisconsin for the very forceful manner in which he has put this problem before us. Unfortunately, I was not able to be here during all of his address, but I have had the privilege of reading it. It is cogent, it is factual, and it is timely. I associate myself entirely with the remarks which our distinguished friend has made.

He has wisely brought forth the fact of the widespread popular support the President has received. The headlines growing out of the remarks made by some of our friends on the other side of the aisle are distinctly not a reflection of the assessment which the great body of the American people have made of the U-2 incident.

I know from the mail I have received on this question that our constituents, as has so often happened in the past, are ahead of a certain body of opinion in the Congress in their realistic appraisal of the true significance of the U-2 case. It is, therefore, most unfortunate that the incident has been thrown completely out of focus by an attack that smacks more of a search for political advantage than for national interest, or at least is so interpreted by the press, as has been brought out by the Senator from Wisconsin.

There is nothing easier than to look into the rearview mirror of history, and proclaim what should have happened in a specific situation. The wisdom of hindsight is the most available and least esteemed intellectual commodity in the world of thought and judgment.

The Senator from Wisconsin [Mr. WILEY], in his eloquent address in the Senate today, has very wisely stressed the fact of the unique record of the U-2 flights over a period of 4 years, and their supreme significance in terms of the great and overriding consideration that inspired such flights—the real and constant danger of Communist aggression. In this grave venture, the element of risk was freely accepted. That was natural. That was inevitable. Why, then, one must ask, are the consequences of risk assailed with almost as much fervor as though they had involved enemy action against us rather than action in behalf of our own security as a Nation?

It is an incredible paradox that any Member of Congress should in all too real a sense, even if innocently and unwittingly, as I must assume, become an apologist for the Soviet point of view by joining his voice in a critique that pins blame exactly where the Kremlin pins it—on the leadership of this Nation.

The greatest spy master the world has ever known—with a million agents working day and night shifts in an effort to collect intelligence that will better enable him to weaken and destroy the free world—that spy master must be no little amused, and no little gratified, to find that his attack against the President of the United States finds echoes in the Halls of Congress.

In the present state of the world, our intelligence operation is not a game with precise and gentlemanly rules of conduct. Spying cannot be analyzed as one would analyze a game of tennis. Freedom is in a raw life-and-death struggle. It is a game of survival we are playing, and the sooner we act as though we were in such a game, the better off we shall be.

Again, and in the most emphatic terms of which I am capable, I commend our distinguished, brave, and forceful colleague from Wisconsin for the fine message which he has given us today, setting the record straight. I hope the press of this country will give it attention equal to that which was given to the attacks upon this administration and upon the President of the United States.

ADJUSTMENT OF RATES OF BASIC COMPENSATION OF CERTAIN OFFICERS AND EMPLOYEES OF THE FEDERAL GOVERNMENT

The PRESIDING OFFICER. The business before the Senate is the President's veto of H.R. 9883, to adjust the rates of basic compensation of certain officers and employees of the Federal Government, and for other purposes.

The question is, Shall the bill pass, the objections of the President of the United States to the contrary notwithstanding?

Mr. GOLDWATER. Mr. President, a parliamentary inquiry.

Mr. JOHNSON of Texas. Mr. President, as I understand, control of the time is under the majority and minority leaders, 2 hours each. Is that correct?

The PRESIDING OFFICER. That is correct.

Mr. JOHNSON of Texas. I wish to state, from the requests made of us, that we have more than ample time, but if we do not, I will make a request for any reasonable extension of the time so that Senators who desire to discuss this or any matter may have that opportunity.

The Senator from Arkansas [Mr. FULBRIGHT] desires to speak for 4 or 5 minutes, so that he may keep another engagement. I would like to yield him 4 or 5 minutes, and then yield to the Senator from New York, in accordance with our understanding, if that is agreeable.

Mr. GOLDWATER. Mr. President, a parliamentary inquiry.

Mr. JOHNSON of Texas. I yield.

Mr. GOLDWATER. The Senator from Texas does not have the floor.

Mr. JOHNSON of Texas. Very well. Who has the floor?

The PRESIDING OFFICER. Under the agreement, the time is under the control of the majority and minority leaders.

Mr. MANSFIELD. Mr. President, a parliamentary inquiry. There has been no agreement.

Mr. GOLDWATER. How can the Senator from Texas take the floor away from the Senator from Wisconsin?

Mr. JOHNSON of Texas. By unanimous consent agreement entered into that when the veto came to the Senate, the time on it would be controlled.

Mr. MANSFIELD. No, Mr. President. It was stated that an informal suggestion was to be made, and it was informally agreed to. There was no agreement entered into. I do not want to see the Senator from Wisconsin taken off the floor. I think he has a right to be heard.

Mr. GOLDWATER. I agree with that.

Mr. JAVITS. Mr. President, a parliamentary inquiry.

Mr. WILEY. Mr. President, do I have the floor? I want to yield to the Senator from Ohio [Mr. LAUSCHE], who has been trying to get the floor for some time.

Mr. JAVITS. Mr. President, will the Senator yield for a parliamentary inquiry?

The PRESIDING OFFICER. The Chair will clarify the parliamentary situation. The Chair requests that the clerk read the agreement.

Mr. DIRKSEN. Mr. President, may I make this suggestion—

The PRESIDING OFFICER. The Chair would like to have the agreement read first, if we may.

The LEGISLATIVE CLERK. A transcription of the RECORD reads:

Mr. JOHNSON of Texas. Mr. President, I should like to give notice that following the morning hour there will be some statements, and we expect to have the conference report of the military construction bill before the Senate. We anticipate that there will be some further discussion of H.R. 10. However, perhaps shortly after we act on the conference report, depending on how long the speeches may be, we will have a vote on overriding the President's veto of the Federal employees pay raise bill, in the event the House should override the veto.

Then we may proceed, after consultation with Senators interested in the matter, particularly committee chairmen, to proceed to the consideration of the extension of the Sugar Act.

The minority leader suggests that those in opposition to the Federal pay bill, and who favor sustaining the veto, would be agreeable to a 2-hour limitation, in connection with that discussion. I ask unanimous consent, in the event we do proceed to the motion to override the veto, that there be 2 hours of debate on each side.

The ACTING PRESIDENT pro tempore. Is there objection?

Mr. DIRKSEN. That is just an informal suggestion for the moment, as I take it.

The ACTING PRESIDENT pro tempore. Without objection, the suggestion is agreed to.

Mr. GOLDWATER. Mr. President, a parliamentary inquiry.

Mr. DIRKSEN. Mr. President—

Mr. GOLDWATER. I asked the Presiding Officer, Who has the floor? I have not had an answer.

Mr. WILEY. Mr. President—

The PRESIDING OFFICER. The time for debate under the agreement is under the control of the majority leader and of the minority leader.

Several Senators addressed the Chair.

Mr. MORSE. Mr. President, I appeal from the decision of the Chair.

Mr. GOLDWATER. Mr. President—

The PRESIDING OFFICER. The Senator from Arizona.

Mr. GOLDWATER. There was nothing in the colloquy read by the clerk which would indicate there was any agreement at all, not even informal. I protest the taking of the Senator from Wisconsin off the floor.

Mr. MORSE. Mr. President, I make a point of order. I appeal from the decision of the Chair. I think it is perfectly clear that the unanimous-consent agreement does not take the Senator from Wisconsin off the floor.

Mr. MANSFIELD. Mr. President, a parliamentary inquiry.

The PRESIDING OFFICER. The Senator will state it.

Mr. MANSFIELD. The present occupant of the Chair has not laid down a ruling, so far as I know. So far as I know, the Senator from Wisconsin has the floor.

The PRESIDING OFFICER. The Chair has not ruled. The Chair has asked the Parliamentarian for advice.

Mr. CASE of South Dakota. Mr. President—

The PRESIDING OFFICER. The Senator from South Dakota.

Mr. CASE of South Dakota. Is it not correct to say that when the unanimous-consent request was made, it was phrased in this form:

I ask unanimous consent, in the event we do proceed to the motion to override the veto, that there be 2 hours of debate on each side.

The question I ask is, Has the motion to proceed to override the veto been made?

The PRESIDING OFFICER. Yes. It is before the Senate now.

Mr. KEATING. A parliamentary inquiry, Mr. President.

The PRESIDING OFFICER. The Senator will state it.

Mr. KEATING. The Presiding Officer has ruled that the Senator from Wisconsin has the floor. Does the Presiding Officer further rule that the Senator's time is not limited?

The PRESIDING OFFICER. The Chair has not ruled that the Senator from Wisconsin has the floor. The Chair has asked for advice from the Parliamentarian to clear up the parliamentary situation.

Mr. KEATING. I ask, Mr. President, who has the floor?

The PRESIDING OFFICER. The business before the Senate is the question of the veto of the Federal pay bill. Under the agreement the Chair rules that the majority leader and the minority leader have control of the time.

Mr. JOHNSON of Texas. Mr. President, there is no desire to take the Senator from Wisconsin off the floor. The

minority leader asked what time he wanted. Whatever time the Senator desires, he can be yielded. If he wishes to have an additional hour, we shall ask for that. If the Senator wishes to hold the floor and yield for questions, well and good. We understand the Senator wished to let other Senators speak, and then conclude with a statement. If the Senator will make known his wishes, we will comply with them.

Mr. WILEY. I am very happy, Mr. President—

The PRESIDING OFFICER. Does the Senator from Wisconsin desire to proceed?

Mr. WILEY. Yes. I wish to make a statement, so that there will be no more confusion.

Mr. JOHNSON of Texas. Mr. President, I yield the Senator 15 minutes.

Mr. WILEY. I do not think the Senator has the time to yield.

Mr. JOHNSON of Texas. Yes, I have.

Mr. WILEY. I have the floor. The time has not started running; has it?

The PRESIDING OFFICER. The Chair has ruled that the business before the Senate is the question on the veto of the Federal pay bill. Under the agreement time is divided between the majority leader and the minority leader. The majority leader can yield to the Senator from Wisconsin such time as he desires, if he has that much time.

Mr. MORSE. Mr. President, that is the ruling of the Chair from which the Senator from Oregon appeals. I think we had better discuss the rules of the Senate with respect to this unanimous-consent agreement which seeks to take a Senator off the floor of the Senate while he has the floor. This is a pretty precious principle in the Senate, Mr. President.

I disagree with practically everything the Senator from Wisconsin has said this morning, but the Senator from Wisconsin, in my judgment, had the floor, and in my judgment he cannot be taken off the floor by any such procedure as the Presiding Officer is trying to use to take him off the floor at the present time.

I think the unanimous-consent agreement itself bespeaks that point.

Mr. JOHNSON of Texas. Mr. President—

The PRESIDING OFFICER. The Senator from Texas.

Mr. JOHNSON of Texas. I should like to expedite the business of the Senate as much as possible. I consulted with the minority leader. I thought the Senator had ascertained the wishes of all Senators on his side. The Senator told me the Senator from Wisconsin desired 10 minutes to conclude the debate. The parliamentarian informed me that when we laid the veto message before the Senate the time limitation would begin to run.

Mr. President, I ask unanimous consent that the time limitation not go into effect for another hour, so that we can be sure the Senator from Wisconsin has had such time as he may desire to yield for any questions to any Senator to whom he desires to yield.

The PRESIDING OFFICER. Is there objection to the request of the Senator from Texas? The Chair hears none.

MESSAGE FROM THE HOUSE

A message from the House of Representatives, by Mr. Bartlett, one of its reading clerks, announced that the House had agreed to the report of the committee of conference on the disagreeing votes of the two Houses on the amendments of the Senate to the bill (H.R. 11776) making appropriations for sundry independent executive bureaus, boards, commissions, corporations, agencies, and offices, for the fiscal year ending June 30, 1961, and for other purposes; that the House receded from its disagreement to the amendments of the Senate numbered 12, 18, 23, 44, and 52 to the bill, and concurred therein; and that the House receded from its disagreement to the amendments of the Senate numbered 1 and 47 to the bill, and concurred therein, each with an amendment, in which it requested the concurrence of the Senate.

THE U-2 AND U.S. FOREIGN POLICY

Mr. WILEY. Mr. President, I think we have the matter adjusted, in one way.

I yield to the Senator from Ohio [Mr. LAUSCHE].

The PRESIDING OFFICER. The Senator from Wisconsin is recognized for 1 hour.

Mr. LAUSCHE. Mr. President, I wish to invite the attention of the Senator from Wisconsin to the question of forming judgments on the basis of hindsight.

The Senator from Wisconsin [Mr. WILEY] and I issued a separate statement dealing with the U-2 incident. In that statement it was declared:

Of course, if the failure of the May 1 flight could have been expected and foreseen, then the flight should not have been dispatched. This would hold true too for all the previous flights. But the fact is that when the May 1 flight started on its journey, every past experience justified the conclusion that it would not fail.

We further stated:

With the benefit of hindsight, no criticisms have been made against the flights which did not fail, but only against the May 1 flight.

I invite the attention of the Senator from Wisconsin to the statement made by the chairman of the committee on Foreign Relations in his presentation of the report to the Senate last Tuesday. The Senator stated that the May 1 flight should not have been made. Then he made the following statement to the Senate:

We are told that this particular flight was in a special category, that it was seeking information of extraordinary importance which might not be available later. However, we are not told, even under conditions of the utmost secrecy, what that information was.

He said further:

It might be argued that if we come now to the judgment that the May 1 flight should not have taken place, it is incumbent upon us to come also to a judgment as to what date prior to May 1 should have been fixed as a cutoff.

He stated further:

I should say that some time around the middle of April, or perhaps after the flight of April 9.

as a Director of the Federal Reserve Bank. He has been a national chairman of the American Red Cross war fund, a director of the Metropolitan Opera and of the American Museum of Natural History. Mr. Colt's career includes service in the U.S. Army during World War I, when he enlisted as a corporal and rose to the rank of major. For 27 years he was chief executive officer of the Bankers Trust Co. in New York and is presently a director and member of the bank's executive committee. The French Government honored him in 1949 by bestowing upon him the Order of the Legion of Honor—Chevalier. New York University conferred the honorary degree of doctor of commercial science on Mr. Colt in 1950 and Colgate University conferred the honorary degree of doctor of laws upon him in 1946.

Mr. Tobin has been in public service for 33 years, rising from the position of law clerk in the port authority law department in 1927 to his present position of executive director, which he has held since 1942. He has been port consultant to the Royal Government of Thailand, is presently a member of the advisory council of the department of politics of Princeton University, and just recently returned from Israel, where, on behalf of the World Bank, he reviewed and evaluated Israel's plan for organizing and effectuating a gigantic port development program. In 1957 Adelphi University conferred the honorary degree of doctor of laws on Mr. Tobin and the French Government also in 1957 bestowed the Order of Legion of Honor—Chevalier. On at least three occasions in recent memory the New York metropolitan press has acclaimed Mr. Tobin's significant contributions to public service.

Mr. Carty has been a member of the port authority staff since 1930, rising from his first position as paymaster to personnel director in 1934 and to this present position of secretary in 1946. Mr. Carty served in the U.S. Navy during World War I for a period of 2 years. He has been active in the leadership of the American Legion on local, State, and National echelons for the last 40 years. He presently serves by appointment of the incumbent national commander as a member of the Legion's national legislation commission; he was New Jersey State commander in 1944 and he has served on the Legion's national public relations commission. In 1949 he was appointed by Governor Driscoll, of New Jersey, to a commission to investigate communistic and un-American teachings and activities in the public schools and universities of the State of New Jersey. His other governmental service includes his present membership on the New Jersey State Veterans' Service Council, which is concerned with the welfare of veterans in the State of New Jersey.

Here are three fine Americans who have contributed much in a civic and community sense. Against their backgrounds of public service, it is not difficult to understand that they complied with the instructions of their Governors, notwithstanding that the course of obedience presented personal risks in their dealings with the Congress. Many

great Americans before them have assumed personal risks in upholding the authority and prerogatives of the Government for which they acted. Men of the caliber and ability of Messrs. Colt, Tobin, and Carty must be convinced that they are acting in the best interests of their public service if they continue to pursue this difficult course. I would hope that this proceeding, or future proceedings like it, will not have the effect of deterring such men from rendering able public service, whether it be in local, State, or National Government.

Should the contempt proceedings go forward, we must keep uppermost in mind the role of these men as defenders of their view, and that of their Governors, with respect to proper Federal-State relationships, rather than their technical status as defendants in a penal proceeding.

Mr. DIRKSEN. I yield 1 minute to the distinguished Senator from New York.

Mr. KEATING. It is appropriate that my distinguished colleague from New York has called attention to the background of these fine, upstanding men, all leaders in the community, who have hanging over them now the charge of being in contempt of Congress.

Mr. President, on Friday night I addressed the Senate with regard to the investigation of the New York Port Authority by the subcommittee of the House Committee on the Judiciary. At that time I expressed my opinion that the request of Governor Rockefeller and Governor Meyner to meet with the subcommittee prior to the return date of a subpoena, the validity of which was in question, was eminently reasonable and should have been welcomed by all concerned.

I am conscious of the necessity of remaining entirely within parliamentary bounds in my remarks, and I shall try not to depart from that course. However, I believe that the refusal of the chairman of the subcommittee to grant this request has now precipitated a clash between the Congress and the States of New York and New Jersey which might have been entirely avoided if the requested conference had been held.

Governor Rockefeller and Governor Meyner had no choice, in view of the chairman's decision, but to direct their respective representatives on the New York Port Authority to refuse to produce the disputed documents. We must not forget that we are dealing with two sovereign States. Every effort should have been made and every possibility of reconciliation should have been exhausted before this jurisdictional clash was allowed to occur.

A court battle is apparently now inevitable. Dedicated State officials, acting under the direction of their respective Governors, apparently are going to be charged with contempt as the result of the chairman's refusal to grant a reasonable opportunity for discussion of the issues involved.

I do not impugn the motives of any of the parties concerned; however, it is obvious that an extremely undesirable situation has now been created which

will not inure to anyone's benefit and which will probably be to the detriment of all.

ADJUSTING THE RATES OF BASIC COMPENSATION OF CERTAIN OFFICERS AND EMPLOYEES OF THE FEDERAL GOVERNMENT

The Senate resumed the consideration of the bill (H.R. 9883) to adjust the rates of basic compensation of certain officers and employees of the Federal Government, and for other purposes.

The PRESIDING OFFICER. The question is, Shall the bill pass, the objections of the President to the contrary notwithstanding?

Mr. DIRKSEN. Mr. President, it is my understanding that the time agreed upon for debate on the veto message began approximately at 2:30 p.m. Is that correct?

The PRESIDING OFFICER. At 12:25.

Mr. DIRKSEN. How much time remains on each side?

The PRESIDING OFFICER (Mr. DODD in the chair). The Senator from Texas has 110 minutes remaining, and the Senator from Illinois has 115 minutes remaining.

Mr. DIRKSEN. Mr. President, I yield 10 minutes to the Senator from Arizona.

Mr. GOLDWATER. Mr. President, I have supported pay increases in the past for postal workers and civil service employees, and I will support pay increases when I am convinced that they are justified and earned.

Proper pay for work is certainly a responsibility of every employer. I know this because I have been in business most of my adult life. One of the first responsibilities of any man in business is his responsibility to those with whom he works. Here we have a question of who is the employer. Is it the Government? If we recognize that it is the Government, then it is the people. And the people of the United States have the responsibility in this matter. I might suggest that they also have a very keen and deep interest in it.

I cannot bring myself to agreement with the bill as it was vetoed by the President, and I must therefore vote to sustain the President's veto of the measure.

I should like to explain a little in detail, if I may, some of the factors which have entered into this decision.

The steady and full employment of the postal worker provides in effect a guaranteed annual wage, a still unfulfilled dream among workers in private industry. Other pace-setting benefits of postal employees include a guarantee of 8 paid holidays per year, 3 to 5 weeks of vacation leave each year, and 13 days' credit each year for sick leave absence at full pay, leave which may be accumulated indefinitely if unused. In sum, the enviable package of fringe benefits and extras enjoyed by postal employees adds 30.9 percent to base salary costs for time worked.

H.R. 9883 was the bill recently rushed through both Houses of the Congress without the opportunity for careful de-

liberation and analysis and under the erroneous label of a 7½-percent pay increase measure.

This bill provides an average 8.35-percent pay raise for 550,000 postal workers, effective July 1, 1960, at an annual cost of \$248 million.

It will raise the hiring rate for postal clerks and letter carriers from \$2 to \$2.15½ an hour, it will raise the average pay rate of regular clerks and carriers from \$2.31½ to \$2.49½—18 cents an hour—and it will raise the maximum hourly rate of clerks and carriers by 21 cents, from \$2.49 to \$2.70.

By contrast, 12½ million factory production workers in this Nation receive an average straight-time pay rate of \$2.22 an hour, or nearly 10 cents an hour less than the present average hourly pay of post office clerks and letter carriers.

How does this 15½ to 21 cents an hour immediate increase for postal workers compare in size with recent industrial wage settlements?

Within the last few weeks a 4-percent pay increase was awarded to railroad engineers in a binding award of a six-man arbitration panel. This award will add an average 11.3 cents an hour in two steps over a 17-month period.

A Presidential emergency board in the wage dispute between railroads and some 600,000 off-train workers has just recommended a 5-cent-per-hour pay increase effective this July 1, and some fringe concessions in lieu of an increase in 1961.

The steel agreement provided for wage rate increases averaging 9.4 cents per hour effective next December 1, and 8.6 cents per hour on October 1, 1961, in addition to liberalized insurance benefits. The only increase in take-home pay prior to next December 1 has amounted to about 6½ cents an hour, representing employee contributions for insurance now assumed by the companies.

The January 1960 Economic Report of the President states that the average wage increase in 1959 was about 9 cents an hour.

The Bureau of National Affairs reports that the median increase granted in all industries during the first quarter of 1960 was 8.2 cents an hour. Settlements for the communications industry were at 4.3 cents an hour.

It is obvious, therefore, that the increases provided postal workers in H.R. 9883 are not only unjustified in relation to the present pay rates of millions of production workers in this country, but also wholly out of line with the size of the increases currently being granted in industry.

In addition, H.R. 9883 would apply these increases with the utmost inequity, in flagrant violation of the principle of equal pay for equal work, higher pay for the more responsible work—a principle which constitutes the cornerstone of the Postal Field Service Compensation Act of 1955. While the supervisory and managerial employees would receive increases of 7½ percent, employees in the upper steps of the lower salary levels—mail handlers, clerks, carriers, and so forth—occupying the less responsible jobs, would receive increases ranging from 8.4 percent to 8.8 percent.

Apart from the basic inequity of such a wage distribution, this produces a most dangerous compression in percentage difference between salary level 6 and salary level 7, the first level of supervision. The present difference between the top steps of those levels is only 8.29 percent whereas the corresponding differential in industry is generally about 10 percent. H.R. 9883 would reduce this already narrow differential to 7.55 percent. Obviously, the incentive for advancement would be materially reduced.

In view of this bill's wholly unjustified discrimination in pay treatment among postal employees, and its complete lack of merit in relation to industry wages and wage settlements, it is evident that this expenditure of \$248 million a year in public funds for the Post Office Department alone represents the height of fiscal irresponsibility. Added to the already anticipated postal deficit of \$603 million for fiscal 1961, it will produce a deficit of more than \$850 million to be borne by the taxpayers of this country, many millions of whom would consider themselves fortunate to receive the postal worker's present base pay, fringe benefits, and continuity of employment.

So that I shall not detain the Senate, I ask unanimous consent that there may be printed at this point in my remarks a list of 14 additional benefits which have accrued to postal workers under the Republican administration.

There being no objection, the statement was ordered to be printed in the RECORD, as follows:

ADDITIONAL BENEFITS ACCRUING TO POSTAL EMPLOYEES UNDER THE EISENHOWER ADMINISTRATION, JUNE 22, 1960

1. Direct pay increases totalling approximately 20 percent, for a first-year cost of \$436,831,000.
2. Greatly liberalized retirement benefits, with an added first-year cost of \$10,538,000.
3. Group life insurance, at a first-year cost of \$7,103,000.
4. Group health insurance, with an estimated first-year cost of \$37,963,000.
5. Executive order holiday benefits for rural carriers, and Saturday holiday benefits which guarantee each employee 8 paid holidays per year, with first-year costs of \$4,433,000.
6. Additional equipment allowances for rural carriers, with first-year costs of \$6,800,000.
7. Increased travel allowances, with first-year costs of \$4,100,000.
8. Tax-free uniform allowances of up to \$100 per uniformed employee each year, with first-year costs of \$13,600,000.
9. Biweekly pay periods, providing 1 extra day's pay per year, with a first-year cost of \$6,700,000.
10. Military leave for substitute employees, at a first-year cost of \$2,800,000.
11. Longevity pay for substitute employees, at a first-year cost of \$765,000.
12. Unemployment compensation, with an estimated first-year cost to the Federal Government, attributable to postal employment, of \$7,200,000.
13. Free fidelity bonds at an estimated annual savings to postal employees of \$776,280 and a cost to the Department of \$190,000.
14. Social security coverage extended to temporary employees, at a first-year cost of \$5,300,000.

Mr. GOLDWATER. Mr. President, there is one thing I wish to make clear. I feel that the postal service is the responsibility of the Government; that

we are charged with that responsibility in the Constitution. Therefore, I am not one who is so wedded to the idea that the Post Office should, in effect, pay its way. I think we should make every possible effort that to hold its costs down to a relative position. However, that is not my reason for opposing this particular pay raise in both the postal area and the area of civil service employees.

The PRESIDING OFFICER. The time of the Senator from Arizona has expired.

Mr. GOLDWATER. Mr. President, I ask for 5 additional minutes.

Mr. DIRKSEN. Mr. President, I yield 5 additional minutes to the Senator from Arizona.

Mr. GOLDWATER. Mr. President, I do not believe that the decision to grant these increases was made after careful consideration. I charge again that it was because this is a political year. In every political year, or in every election year, since I have been a Member of the Senate, a proposal has been made to raise the pay of the employees of the Government. I charge that this is simply a double-barrelled political attempt. I have been hoping, ever since I have been a Member of the Senate, that the committees which are in charge of this matter, in both Houses of Congress, would apply themselves to developing a proper wage system for postal employees. If the Government employees get the raises proposed in the bill, then just as surely as we are here today, in 2 years they will come in again, because the wages at that time will not equal, in their estimation, what they should be earning.

I have pleaded with the postal workers in my State to try to have something constructive done in this field, so that we would not have this constant approaching of the Government, particularly Congress, in an election year.

The bill before us, as I understand, was not even the subject of hearings in the Senate. I understand it was passed without any witnesses having been heard. I may be wrong, but that is the information I received.

Mr. JOHNSTON of South Carolina. Mr. President, will the Senator yield?

Mr. GOLDWATER. Would the Senator like to correct my statement?

Mr. JOHNSTON of South Carolina. Yes, siree. [Laughter.] The committee held hearings for several days.

Mr. GOLDWATER. Were the hearings held on the bill before the Senate?

Mr. JOHNSTON of South Carolina. The hearings covered all proposals for pay raises. Notices were sent to all persons concerned, and all who were interested testified. That was the statement I made when I opened the discussion.

Mr. GOLDWATER. Mr. President, I should like to have the Senator from Kansas clarify this matter. I do not want to have an incorrect statement coming from our side.

Mr. CARLSON. The chairman of the committee [Mr. JOHNSTON of South Carolina] held extended hearings on pay raises; but the particular bill which is before the Senate today was not before

the committee when the hearings were held. A bill came from the House, and our committee reported that bill. During the Senate committee hearings, the committee did not have before it the language of this bill. However, we had held extensive hearings on the subject of pay raises.

Mr. JOHNSTON of South Carolina. We held extensive hearings on pay raises; and when we had finished, even before the House had reported its bill, a majority of our committee had reached an agreement as to what we thought we should do, and we reported the bill which was passed by the House.

Mr. GOLDWATER. I am glad the Senator from South Carolina has cleared up any misunderstanding. However, my statement that this particular bill did not receive hearings in the committee still stands.

Mr. JOHNSTON of South Carolina. If the Senator will look on his desk, he will find the hearings.

Mr. GOLDWATER. The only hearings I have on my desk are the hearings on H.R. 10. I am sure that they are not the hearings to which the Senator has referred.

Mr. President, when we talk about pay increases, I think every factor should be carefully weighed. I do not believe it is possible, in Government employment, to measure a very important ingredient which we measure in industry, namely, productivity. It is difficult to assess the competitive position, since many persons work for the Government because they feel it is the best place in which they can give their services. To try to compare Government work with private work is very difficult, particularly in this field. Nevertheless, while it is difficult to assess competitive ability in the Government, I think we must recognize one fundamental fact, namely, that any unearned wage increase, no matter where it is, will be reflected, in industry, in higher prices; and in Government's price, which is taxes.

I know that I have been heard many times on the subject of taxes. However, I call the attention of the American people to the fact that taxation in the United States today is 31 percent of the net national income. To bring taxation back to a level of approximately 25 percent would mean cutting some \$26 billion a year from the present total of \$129 billion of Federal, State, and local expenditures. We shall have to recognize that that cannot be done. It is an impossible task to cut that much out of expenditures.

At the same time, we should recognize our responsibility to hold unearned pay increases down, especially when they are sought, as they have been, in election years; when it is difficult, considering the pressures which are put on this body and the other House, to resist the temptation to go along and say, "Well, all right; we will give the boys and girls a pay raise. This is an election year. Maybe they will vote for me."

I do not like that approach to solving the fiscal problems of the people who work with us.

Unearned wage increases in this country, to my mind, are doing more damage to the American economy than any other thing. Such unearned increases have created a competitive position in which European and other nations find it very favorable to ship goods to the United States, goods made by persons who have been historically paid on a basis of increased productivity. In this country, though, the tendency has been to provide across-the-board increases as a result of industrywide bargaining; to provide pay increases which do not recognize the skill or the better position of one man competing against another.

I warn the Senate that a continuation of such a practice in industry and in government can result only in continued price increases and continued inflation.

The PRESIDING OFFICER. The time of the Senator from Arizona has expired.

Mr. DIRKSEN. Mr. President, I yield 2 additional minutes to the Senator from Arizona.

Mr. GOLDWATER. Mr. President, I have to agree with what the distinguished majority leader [Mr. JOHNSON of Texas] said last night in a debate with the distinguished Senator from Illinois [Mr. DIRKSEN], when they were talking about another bill.

The majority leader said, as appears at page 14075 of the RECORD of June 30:

I doubt the wisdom of granting the request of even a great man from Texas for the appropriation for an item which the committee has not heard, about which it knows nothing, which does not belong in the bill.

Mr. President, I wish we had a more careful study of this particular bill. Proof might have been offered that wage increases in one or the other, or both, of these segments of Government workers is justified. I have not been convinced of it. It is difficult for me to put myself in the position of being seemingly against the employees, because I have spent my life in a very cordial relationship with the people with whom I have worked. However, at this time I must vote to sustain the veto of the President of the United States. I hope that in the future it will be possible to take a more intelligent approach to this problem.

Mr. DIRKSEN. Mr. President, I yield 5 minutes to the Senator from Ohio.

Mr. YOUNG of Ohio. Mr. President, my vote was cast, somewhat reluctantly, it is true, in favor of H.R. 9883. This despite the fact that at the time it was my feeling that at least three separate legislative proposals were arbitrarily lumped together in one bill providing a pay raise for postal employees, including letter carriers, all classified civil service employees, and all employees on the payroll and staffs of Members of the House of Representatives and of the Senate.

Of these three general groups, it was my feeling and it is my judgment that postal employees, including letter carriers, although they and these other employees received a pay increase of 10 percent in June of 1958, are the most de-

serving of a further increase in pay at this time.

My view is that in all probability classified civil service employees who received this substantial increase in 1958 are not entitled to this sizable 7½-percent-plus increase in pay at the present time, as proposed in this bill.

It is my considered judgment that employees in senatorial offices and in the offices of the Members of the other body are well paid in accord with the present allowance permitted to Members of the Congress.

It is true that the consumers price index has advanced 2.1 percent since June 1958. I cannot in good conscience go along with the view that the cost of living has increased 7½ percent to 9 percent since the last time a substantial pay raise was authorized for Federal employees.

It is my observation that most Government employees in Washington and elsewhere in governmental departments and agencies are and have been well paid in comparison with those doing the same work in private industry. Were I to make any exception whatever in connection with this statement, I would except postal employees, including letter carriers. They doubtless deserve some increase but not an 8.5-percent salary increase in addition to the 10 percent granted 2 years ago.

Furthermore, those who are in the classified civil service, including the postal service, have a job security which—in these days of corporate mergers, with one corporation taking over another and then enforcing economies; or, in event of a recession, with business failures and unemployment—those in private industry do not have. Nor do they have the fringe and retirement benefits which are given to all those Federal employees.

Furthermore, I know the members of senatorial staffs are not underpaid. A Senator who observes administrative assistants and committee clerks attending sessions of the Senate and lining the walls, watching the proceedings out of curiosity, and engaging in conversations with each other, to the disturbance of Senators who are desirous of hearing the proceedings, and conducting themselves generally in contrast with the conduct of the minority of staff assistants who are present in the Senate and really engaged in assisting Senators, feels that, by and large, they are not underpaid or overworked.

It appears to me that if the maximum pay increase accorded a Senator's assistant, as provided in the bill the President vetoed, becomes the law, then a topmost paid senatorial staff employee will be in a most favored financial situation, particularly since, unlike a Senator, it is not essential that he maintain a place of residence in the home State or meet the expenses that Senators are glad to undertake and do undertake at all times.

In addition, there is in the vetoed bill a provision about which I had no knowledge despite the fact I read the bill and listened to the debate preceding the time when we passed the bill. I refer

to the extension of Federal retirement and health insurance benefits to employees of locally elected county stabilization and conservation committees. These employees, as I understand, are not in fact Federal employees, nor are they appointed or supervised by Federal Government officers. If such is the case, I do agree with President Eisenhower that the Federal system should apply only to Federal employees. This provision alone justifies sustaining the veto.

By and large, Government workers in all departments, including the legislative branch and the postal employees, are good people, and no doubt they are entitled to consideration for a pay raise.

I have come to have grave doubt about the present legislative proposal. This in addition to doubts I had before studying President Eisenhower's veto message. Now, having studied his message, and with the knowledge that our adjournment is for a period of only about 5 weeks, my conclusion is to vote to sustain the President's veto. If the veto is sustained, it will be a simple matter for the appropriate committee of the Senate to report proper legislative proposals for a pay increase. Then, depending on whatever pay increases are justified by the rise in the cost of living and whatever increases are justified in certain categories of employment, where it is considered that employees in the classified civil service and in the postal service are entitled to a substantial pay increase, there should be no difficulty in securing passage of such legislation in August. Any proper pay raise could be made retroactive to July 1.

May I add the thought and suggestion that first consideration should be given to the employees, including the letter carriers and others, in the postal service.

Then, separate consideration could be given to those in the classified civil service in Washington and in the various States.

Frankly, I would be less than truthful if I were to say that I felt that a salary increase of 8.5 percent is justified in this grim period when so much of the taxpayers' money must be spent for the defense of our country and to maintain our retaliatory power against dictatorship aggression.

It is unfortunate that administration officials have not come forward with a proposal for a more flexible salary system and a planned schedule of salaries and fringe benefits which would deal fairly with all Government employees who are not being grossly overpaid at the present time.

Having studied this entire matter, it is my judgment that this is not the time to indulge in self-indulgence. This is not the time to fatten the already fatty and well-larded Federal payroll. But, on the other hand, this is the time, in this grim period, to seek to meet the critical needs of the Nation.

Mr. President, I assert that after full and thorough consideration I cannot—and I say this regretfully—in good conscience do other than vote to sustain the President's veto.

Mr. ERVIN. Mr. President—

Mr. DIRKSEN. Mr. President, how much time does the Senator from North Carolina require?

Mr. ERVIN. About 10 seconds.

Mr. DIRKSEN. Very well, I yield.

The PRESIDING OFFICER. The Senator from North Carolina is recognized.

Mr. ERVIN. Mr. President, I ask unanimous consent to have printed at this point in the body of the RECORD, as part of my remarks, a statement concerning House bill 9883.

I thank the Senator from Illinois for yielding to me.

There being no objection, the statement was ordered to be printed in the RECORD, as follows:

STATEMENT BY SENATOR ERVIN

I wish to make it clear why I voted against H.R. 9883 on final passage, and why I expect to vote to uphold the President's veto of such bill.

Despite the impressions of many people to the contrary, the financial resources of the Federal Government are not unlimited. For 28 years, the Federal Government has pursued a policy of fiscal irresponsibility. This is true because the expenditures of the Federal Government have exceeded its revenues in 23 of these years. As a consequence, the national debt of the United States has risen from about \$30 billion to about \$290 billion. It requires more than \$9 billion a year at the present time merely to pay the interest on this national debt. From the standpoint of plain principles of honesty, Congress ought not to make appropriations for increased expenditures without levying new taxes to cover the same.

One is shocked beyond measure when he contemplates the rate at which the Federal Government is expending the resources of the American taxpayers, and particularly how such rate has been stepped up during recent years. From the time of George Washington's inauguration in 1789 down to the day on which Eisenhower assumed the Presidency, the Federal Government collected from the American taxpayers revenues totaling approximately \$571 billion. From the time of the inauguration of President Eisenhower down to this date, the Federal Government has collected from the American taxpayers slightly in excess of \$572 billion. The Federal Government has expended all of the revenues so collected by it, and, in addition, the \$290 billion constituting our present national debt.

A substantial amount is being expended by the Federal Government each year to pay Federal civilian employees. It is estimated that during the fiscal year 1961 the average Federal civilian employment will be 2,365,359 persons, and that the Federal Government will pay these persons as compensation for their services \$12.8 billion even if H.R. 9883 is not enacted into law.

In my opinion, the Federal Government is now levying taxes which are confiscatory in nature. This is true because persons doing business under corporate franchises pay 52 percent of their net profits into the Federal Treasury in the form of income taxes, and individuals pay taxes upon their incomes into the Federal Treasury ranging from 20 to 91 percent of all their income above a paltry \$600 exemption. Moreover, these same persons and corporations are compelled to pay substantial sums to the Federal Government in the form of excise taxes, and to State and local governments in the form of income and property taxes.

For these reasons, it is not advisable for Congress to undertake to increase the heavy burden of taxation now resting upon the

backs of the American people. Moreover, the Federal Government should put an end to the disgraceful practice of deficit financing, which imposes upon our children and grandchildren the obligation of paying debts created by us. They will undoubtedly have sufficient obligations of their own.

These things being true, Congress should carefully scrutinize all requests for new expenditures and increased expenditures and confine such expenditures to the revenues at its disposal. If Congress is to follow this sensible course, it will have to confine such new or increased expenditures to things which in good conscience are entitled to priority over the numerous other demands made upon Congress by various groups of Americans.

It is undoubtedly true that virtually all Americans will agree that national defense has first call upon all Federal revenues. For several years, I have advocated as a primary necessity in this field the construction of B-70 bombers, which can be based in America and fly from America to any target on earth, the speeding up of the modernization of the ground forces which have many components now armed with obsolete weapons, the acceleration of the program for the construction of nuclear submarines armed with Polaris missiles, and the acceleration of the development of intercontinental ballistic missiles. In my view, these things are necessary to deter the Soviet bloc from attack upon us and our allies, and are necessary for our very survival in case such an attack should come.

As a result of events in Japan and elsewhere, Congress has apparently at long last waked up to the necessity of doing what I have long advocated. As a result of action by the Senate it now appears likely that Congress will appropriate approximately \$700 million for additional funds for defense items of the character described above. This means that expenditures for national defense will be increased to this extent out of such meager surplus funds as may be available during the next fiscal year. This will leave scant surplus funds for use for such new purposes as Federal aid to education, the medical care of the aged, and the like, and it can be maintained that items of this kind ought to be considered worthy of some priority over other expenditures.

If H.R. 9883 should be enacted into law, it would require \$756 million additional Federal moneys for payment of the increased salaries of postal workers and Federal employees generally. About one-third of this amount, namely, \$252 million, would be used to increase the pay of postal employees. The remainder, or \$494 million, would be required to take care of the increased pay for other Federal employees covered by the bill.

It is undoubtedly true that anyone who works for the Federal Government ought to receive just compensation for his work, and just compensation, in my opinion, would be similar to that earned by persons of comparable skills and responsibilities in private industry.

According to present plans, the Federal budget expenditures during the fiscal year beginning July 1, 1960, will total \$79.8 billion even if the salaries of Federal employees are not raised, and even if no new expenditures of any kind are authorized by Congress. If H.R. 9883 were enacted into law, it would add almost 1 percent to the entire Federal budget even if Congress made no increased appropriations for national defense, Federal aid to education, medical aid to the aged, or any other purpose.

No one can rightly assert that the Congress ought to authorize an increase in the salaries of any governmental employees unless such increase is necessary to place such governmental employees on a par with other

workers of like skills and responsibilities in private industry.

About a year ago, Congress appropriated \$500,000 to enable the executive branch of the Federal Government to investigate and report how the compensation and fringe benefits of Federal employees generally compare with the compensation and fringe benefits of persons doing like work in private industry. This investigation has been underway for some time, and we have been advised that it will be completed by September. This being true, Congress will have accurate information on this subject in time to do what is fair and just to Federal employees generally, as well as to the American taxpayers, when it convenes for a new session in January 1961.

It could act at that time on the basis of sound information free from all the tensions existing in this election year.

Instead of taking this wise course, Congress elected to act at this time before this vital information was available to it. Consequently, each Member of Congress had to determine as best he could whether or not the requested pay increases were justified.

I studied this problem to the best of my ability in the light of all the information available to me, and came to these deliberate conclusions:

1. That the postal employees had made out a case justifying the pay raise provided for them in H.R. 9883.

2. That some Federal employees subject to the Classification Act—particularly those in the lower grades—were entitled to some increase in pay, the amount of which was not clearly established.

3. That many Federal employees—particularly employees among the higher grades—were already receiving as much or more than persons of similar skills and responsibilities in private industry.

4. That the Classification Act salary structure is in need of reform. For example, the difference between the pay levels in the different grades has no sound basis, the within-grade step increases of the various grades have no relationship to each other, and the percentage difference between the entry and top salaries of the various grades differ excessively. Time and space do not permit me to go into details concerning these matters.

5. An across-the-board increase of 7½ percent in the salaries covered by the Classification Act would magnify the defects and inequities and promote rather than diminish the injustices arising to thousands upon thousands of the Federal employees covered by the Classification Act. For example, in order to vote for a paltry raise of \$225 per year for a first year GS-1 under the bill, I would have had to vote for an increase of \$1,235 per year for a 5-year GS-17.

6. The only way in which to provide for fair and just treatment for Federal employees generally is to abandon the practice of granting across-the-board percentage increases to all grades and revise the entire Classification Act of 1949 upon a selective basis which will give the employees falling in each category compensation comparable to that of persons of like skills and responsibilities in private industry. It is well to remember that H.R. 9883 does not authorize an expenditure of \$494 million for increase in the pay of Federal employees generally for a single year. It establishes new salary schedules which will require the expenditure of a like amount each year until the law is changed. Indeed, it will authorize an expenditure of much more than \$494 million a year for Federal employees generally if the Federal Government keeps expanding. In authorizing increased expenditures of this magnitude for all years in the foreseeable future, Congress ought to take enough time to see that the authorized expenditure is made on a fair and just basis. It did not do so in approving H.R. 9883.

I objected to the form of the bill insofar as it attempted to cover postal employees and Federal employees falling under the Classification Act in one bill. My objection on this basis was twofold. Since I believe the postal employees were entitled to the proposed increase, I was placed in the position of either voting against any salary increase for the postal employees, or voting to pay out almost one-half billion dollars in salary increases to Federal employees generally under a classification full of injustices and inequities. My second objection was that by including both of these matters in one bill, the President was being impliedly invited to veto the entire bill, even though he might believe that the increase provided for one of the groups of employees was fair and just.

I made two attempts to procure a bill for which I could vote with good conscience. My first attempt was my support of the Ellender amendment to restrict the increase in salary to those earning less than \$10,000 per annum. The adoption of the Ellender amendment would have removed some of the most glaring inequities created by the across-the-board percentage increase for all grades. The Ellender amendment was defeated because the proponents of the bill insisted that it be passed unchanged. My second attempt consisted of a motion on my part that the bill be recommitted to the Senate Committee on Post Office and Civil Service with directions that it divide the provisions of the bill into two bills, one dealing with postal employees and the other with Federal employees generally, and report the two bills back to the Senate immediately. This would have provided, in effect, that each of the proposals would have to rest upon its own merits and be voted on separately. If my motion had been adopted, it would have averted the possibility of a veto in case the President concluded that one group was entitled to salary increases while the other was not.

Despite any assertions which might be made to the contrary, a very good case can be made for the proposition that a large proportion of Federal employees covered by the Classification Act are not faring too bad in comparison with other employees of like skills and responsibilities in private industry. As a matter of fact, available statistics show that hundreds of thousands of people are now seeking employment in the Government service. During the past 15 years, classified employees have received seven different salary increases. I voted for the two of them adopted after I came to the Senate—one in 1955 for an average increase of 7.5 percent, and one in 1958 for an average increase of 10 percent. Moreover, I voted for an average increase for such employees of 11 percent in 1957. This increase met a Presidential veto. In addition, I have voted for measures increasing the retirement benefits of classified employees, and for measures under which they are made eligible to receive very liberal hospital and surgical insurance. I have certainly tried to be fair to them at all times. It is to be noted that available data indicates that the cost of living has risen about 2 percent since the 1958 increase of 10 percent was granted to classified Federal employees.

All of us are human. Most of us want our earnings increased, and are not inclined to have much patience with any legislator who does not agree with us on this point. If I had been guided by political considerations, I would have taken the easy way out and voted for a bill which would have conferred financial benefits upon 1,569,900 Federal workers, many of whom are my own constituents. I could not take the easy way out in this particular case. This is true because I have what some people consider a political handicap, that is, a Scotch-Irish conscience, which compels me to vote for what I think is right in the light of all the circumstances

known to me. For the reasons I have already stated, I could not vote for H.R. 9883.

Sometimes a legislator is put in the unhappy situation in which he is compelled to choose between the requests of his constituents and what he thinks is his duty to his country.

In such circumstances as this, I think that the legislator is required to guide himself by this simple verse of Edgar A. Guest:

"I have to live with myself, and so
I want to be fit myself to know,
I want to be able, as days go by
Always to look myself straight in the eye;
I don't want to stand, with the setting sun,
And hate myself for the things I've done."

If Congress should feel to override the President's veto of H.R. 9883, I think that it should take the following action:

1. It should enact into law a separate bill increasing the pay of postal employees before adjourning the present session of Congress.

2. Congress should reform the Classification Act in such a way as to make it certain that existing inequities and injustices are removed, and that classified workers will receive compensation comparable to that received by persons of similar skills and responsibilities in private industry.

Mr. DIRKSEN. Mr. President, at this time I yield to the Senator from New Hampshire [Mr. BRIDGES].

The PRESIDING OFFICER. The Senator from New Hampshire is recognized.

Mr. BRIDGES. Mr. President, I rise for the purpose of explaining my position with respect to the issue before the Senate. I also wish to inform the Members of the Senate of my intentions in the event the Presidential veto is sustained.

When the roll was called 2 weeks ago, on the question of final passage of H.R. 9883, which provided for a 7½-percent pay increase for postal and Government classified employees—or, in effect, approximately 8.4 percent for postal workers and 7½ percent for classified employees—I cast my vote in the affirmative. However, the RECORD will show that I had previously supported an amendment, submitted by the junior Senator from Kansas [Mr. CARLSON], which would have reduced the increase to 6 percent. I believe it would have been wiser had the Senate accepted the 6-percent amendment, offered by the Senator from Kansas. The amendment would have increased the possibility and the probability of the immediate enactment into law of H.R. 9883, without requiring us to undergo the situation which faces us today.

It was my opinion then, Mr. President, and it is my opinion today, that a slightly lower percentage—slightly less than the 8.4 percent or the 7½ percent provided by the bill—would have been much more advisable. However, I voted for that measure because I believed a reasonable increase was warranted.

President Eisenhower has demonstrated, through his veto action and the language contained in his veto message, his opinion that H.R. 9883 would create very serious budgetary ramifications.

As the ranking minority member of the Senate Appropriations Committee, I realize what a difficult job it is attempting to keep appropriations within necessary limits. I realize that one of the

most tremendous problems the country faces is the problem of inflation. I realize that each step we take toward inflation means suffering for practically everyone in the United States, including the postal workers, the classified workers, and all others.

Therefore, Mr. President, I could bring myself to believe in, and to support enthusiastically, what I consider to be a reasonable pay increase. The effort to amend H.R. 9883 to a 6-percent increase having been defeated, I supported the 7½-percent measure for classified workers and 8.4 percent for postal employees because I believed they were entitled to some pay increase.

However, I believe that now, in view of the President's strong veto message, in view of his definite feelings on this subject, and his responsibility for the financial conduct of our Government, the only thing for me to do, as the ranking Republican on the Appropriations Committee, is to vote to sustain the veto.

I do so with this thought in mind: If the veto is sustained, I have in my hand a bill which provides for a 6-percent increase for postal, classified, and other Federal employees. It eliminates the objectionable features which the President has pointed out, and it deletes section 115(b) through section 115(d), which were also criticized in the veto message.

I shall ask unanimous consent to introduce my bill at the conclusion of the vote if the veto message is sustained. If unanimous consent is not given, I will introduce it at the next opportunity for introduction of bills.

Mr. President, I believe that the bill is based on a sound position and, if passed, will become law. I have definitely in mind human obligations and the fact that some pay raise is warranted. But I believe it is my duty in a situation of this kind, to exercise my responsibilities as a Senator, as chairman of the Republican policy committee, and as the ranking minority member of the Appropriations Committee and to vote to sustain the veto of the President.

Mr. BUSH. Mr. President, I yield 10 minutes to the Senator from Kansas [Mr. CARLSON].

The PRESIDING OFFICER. The Senator from Kansas is recognized for 10 minutes.

Mr. CARLSON. Mr. President, I shall vote to sustain the President's veto. As a member of the Senate Post Office and Civil Service Committee, I have for many years been associated with every pay bill that has gone through this body. I have been rather proud of the fact that I have been able to be of some assistance in trying to work out some of the difficulties that are always involved when the consideration of pay legislation is begun. Therefore, it is not an easy vote for me.

These difficulties are associated with the problems that originate among groups of our postal employees, classified workers, and other Federal employees. There are always some differences of opinion between the executive branch of the Government and the legislative branch. Quite often there are differences between the majority and minority

members of the legislative committee dealing with this problem. Regardless of the differences in the past, we have usually been able to work out some reasonable compromise that would be acceptable to all concerned. Today, despite my efforts and the efforts on the part of others, we have been unable to resolve these differences, and, therefore, we are confronted with this veto message.

When this legislation was before the Senate for consideration, I discussed it at some length and expressed my views on several features of the pending matter. I offered an amendment, as the distinguished Senator from New Hampshire [Mr. BRIDGES] has just suggested, which would provide an across-the-board pay increase of 6 percent. That amendment was defeated by a vote of the Senate of 28 to 54.

I felt, in all sincerity, that this amendment might have been a solution to our present difficulty, but the Senate thought otherwise. In my discussion of the pending bill, I called attention to several what appeared to be very apparent inequities in pay legislation; and should the pending bill become law, despite the President's veto, these inequities, in my opinion, will become even more glaring as the law goes into effect.

Mr. President, I could discuss the pending matter at great length, but I feel that my views are well known and that my position has already been stated.

The Civil Service Commission, under date of June 30, issued a release which gave the Commission's views on this legislation, and I ask unanimous consent that the release of Chairman Roger W. Jones be made a part of my remarks.

The Civil Service Commission, as this body well knows, is a commission composed of bipartisan membership, and they have made an excellent analysis of the bill as they see it. I think this analysis, which I ask to have made a part of my remarks at this point in the RECORD, should be helpful as we begin to live under this new pay legislation.

There being no objection, the release was ordered to be printed in the RECORD, as follows:

The Civil Service Commission today said that it greatly regretted numerous inaccurate statements that have been made about the effect of the 7½-percent pay bill on Classification Act salaries. In stating the Commission's views that the legislation will have many inequitable results, Chairman Roger W. Jones said:

1. Legislation now pending at the White House is not a flat 7½-percent increase for all grades and steps within grade under the Classification Act. The raises actually range from 8.3 percent for the top longevity step in grade GS-1 to 5.7 percent for grade GS-18. Furthermore, within all grades through grade GS-10, the average increase is 7.7 percent, with the range running from 7.5 percent to 8 percent or over. The greatest increases, in many cases, will be given in jobs where Government pay already is comparable to that in business and industry.

2. Not only is the effect of the new schedule unequal, but it also further increases the lack of consistency among the different pay systems of the Government. At the same time discrimination is increased in numerous types of positions in which the Government

under one of its salary systems already pays salaries in excess of those paid in private industry. A typical example of this result may be found in the case of general stenographers. Data thus far collected by the Bureau of Labor Statistics in 30 areas show a national average annual salary today for general stenographers of \$3,849. Differences already existing are illustrated by comparing this figure with the Classification Act and postal stenographers whose average salary is at the fourth steps in grade GS-3 (\$3,780), and level 4 of the postal field service (\$4,455). Under the salary bill now pending, the GS-3 rate will advance to \$4,075 and the postal field service rate to 4,825, thus compounding existing discrepancies.

3. A precedent for further imbalance and inequity under the Classification Act is set in connection with the application of increases in the salary system of Department of Medicine and Surgery of the Veterans' Administration. A 7½-percent increase is granted in the top salary for a Chief Medical Director, thus setting that salary above the statutory salaries of the Administrator of Veterans' Affairs and the Deputy Administrator of Veterans' Affairs.

4. The Commission also is deeply concerned about the dangerous precedent set by a provision in the bill which not only increases the pay of, but gives to some 15,000 employees of Agricultural Stabilization and Conservation County Committees the benefits of the Civil Service Retirement Act, the Federal Employees Group Life Insurance Act, and the Federal Employees Health Benefits Act of 1959. These county committee employees are not Federal employees in any sense. They are hired and supervised by committees of farmers, elected by other farmers, who are not Federal employees. These employees are not under Federal appointment, they take no oath of office, they are not supervised by a Federal officer, they are not subject to any of the laws relating to tenure, hours of work, salary, and conditions of work which regulate the conduct of Federal employees. It is not fair to almost 1 million Classification Act employees to select this group of private citizens for this highly preferential treatment because the Federal Government has some connection with their work. It opens the door for claims of vast numbers of other citizens whose work is also of concern to the Government.

Mr. BUSH. Mr. President, I yield myself 5 minutes.

The PRESIDING OFFICER. The Senator from Connecticut is recognized for 5 minutes.

Mr. BUSH. Mr. President, I speak with a heavy heart about this veto message and my feeling that I have an obligation to sustain the President's veto. I made a statement at the time the bill was originally voted on, so I shall make these remarks brief.

At that time I noted I had obtained reliable comparisons between the levels of wages in the Federal service and the levels of pay of State employees in the State of Connecticut, and the levels of pay in commerce and industry within our State, and other States, too. I discussed this matter, also, in considerable detail with a Connecticut citizen, the Chairman of the Civil Service Commission, Mr. Roger Jones, a highly respected and responsible civil servant, who has devoted most of his life to Government service.

He feels that it is an unjustified pay raise. I am convinced that it is unjustified at the present time, when we are without the information to be provided

by the study for which we voted \$500,000 last year. For that reason, I shall vote to sustain the veto.

I might add that the President himself is not one who would be naturally unsympathetic to the hopes and aspirations of Government employees, inasmuch as he has been one for the entire useful years of his life. Therefore, his very strong message, I think, must be considered as being an authoritative, objective analysis of the situation.

But what disturbs me more than anything else, Mr. President, is the relationship of this raise to other matters. I believe that the big issue before the country today is the economic competition in which we are engaged, not only with the Communist countries, but now even with the free world; countries we have helped to put on their feet, countries to whose welfare we have generously contributed by our own efforts. Many of these countries have become more aggressive and efficient in international trade than they have ever been in their history. So our competitive position in the world today is a very, very serious matter, indeed. This question came up this morning in the hearings of the Jackson subcommittee, when Governor Rockefeller was testifying, and he spoke of the seriousness of the economic war. One of the aspects of that war is the question of wages and pay. The fact is that in recent years the custom of wage increases in this country every time a contract expires, or every 2 or 3 years, has had the result of raising our wage costs above the rise in productivity. This has increased our competitive disadvantage as a producer both at home and abroad. There are thousands—hundreds of thousands—of workers in the State of Connecticut whose jobs are at stake in this world struggle, in this great competition.

Mr. President, if we continue to yield to the demand for increased wage costs without compensating increases in productivity, I feel we shall continue to increase the disadvantage which we are already beginning to feel, quite seriously, in our country. This is the big issue of the day.

Because I think it is inappropriate for the Government itself to set a bad example in the matter, and inasmuch as no overwhelming case has been made of the necessity for an across-the-board wage increase. I think it is appropriate that the Government refrain from setting an example by increasing wages throughout the entire employment structure of the U.S. Government.

I say, I speak these words with a heavy heart. I have many friends—old friends—in the organizations affected in the Government service by the bill. I know there are all going to be grievously disappointed in my vote. I regret it. I could not in good faith, feeling as I do having studied the issue as carefully as I have in the last few weeks, do other than to vote to sustain the veto of the President.

I yield back my remaining time.

Mr. CAPEHART. Mr. President, will the Senator yield me 2 minutes?

Mr. JOHNSON of Texas. I yield 2 minutes to the Senator from Indiana.

The PRESIDING OFFICER. The Senator from Indiana is recognized for 2 minutes.

Mr. CAPEHART. Mr. President, I am a little confused. The President of the United States in his message said that he would be willing, possibly, to sign a pay bill providing 4 percent increase. The ranking minority member of the Committee on Appropriations a minute ago said that if the bill failed he would introduce a bill to increase the pay rates some 6 percent.

I think everyone who has talked about sustaining the veto, including the President himself, is willing to provide 4 or 5 or 6 percent increase. That confuses me.

If there should be some increase, as all these gentlemen seem to think, including the President, I am not wise enough to know whether it should be 7½ percent, 5 percent, or 6 percent.

I shall vote to override the veto of the President, because I think these employees deserve an increase in wages.

Furthermore, those who know better than I, including the President of the United States, the ranking member of the Committee on Appropriations and the ranking member of the Civil Service and Post Office Committee the able Senator from Kansas, have stated their positions. The able Senator from Kansas said that he offered an amendment in committee to provide a 6-percent pay increase.

Under those circumstances I shall vote to override the veto of the President.

Mr. BUSH. Mr. President, how much time remains for both sides?

The PRESIDING OFFICER. The proponents have 108 minutes and the opponents have 74 minutes.

Mr. JOHNSON of Texas. Mr. President, I suggest the absence of a quorum, and I ask that the time be charged equally to both sides.

The PRESIDING OFFICER. The clerk will call the roll.

The legislative clerk proceeded to call the roll.

Mr. DIRKSEN. Mr. President, I ask unanimous consent that further proceedings under the quorum call be dispensed with.

The PRESIDING OFFICER. Without objection, it is so ordered.

ORDER FOR CALL OF CALENDAR TOMORROW

Mr. JOHNSON of Texas. Mr. President, I ask unanimous consent that tomorrow, at the conclusion of routine morning business, there be a call of the calendar for consideration of measures to which there is no objection, beginning with Calendar No. 1817.

The PRESIDING OFFICER. Is there objection to the request of the Senator from Texas? The Chair hears none, and it is so ordered.

LEGISLATIVE PROGRAM

Mr. JOHNSON of Texas. Mr. President, I give notice to Senators that we should like to consider Calendar No. 1824, S. 2195, to authorize the Secretary

of the Interior to construct, operate, and maintain the western division of the Dalles Federal reclamation project Oregon, and for other purposes, and shall make a motion for its consideration, if at all possible, before the recess.

Mr. DIRKSEN. Mr. President, I yield 1 minute to the distinguished Senator from Connecticut [Mr. BUSH].

CAPTIVE NATIONS WEEK

Mr. BUSH. Mr. President, since the Congress will be in recess during the observance of Captive Nations Week, starting July 18, 1960, I should like to associate myself at this time with the text of the Captive Nations Week resolution as passed in the 1st session of the 86th Congress.

Judging by the violent reaction from the Kremlin to the passing of the resolution last year, it must have struck at the heart of the Communist monolith. The resolution rightfully points out the evil nature of Communist imperialism and decries its policy of enslavement and its denial of basic human rights.

While valid aspirations for independence are being satisfied in the free world, the tenacious stranglehold by communism of captive nations continues unbroken. In most of the world, the strong tide of nationalism since the end of World War II has resulted in the attainment of independence by hundreds of millions of people, largely through peaceful means. Within the last 2 weeks alone, we have seen several new nations emerge on the African continent, and many more will undoubtedly attain independence in the next decade. Within the Communist bloc however, any attempt on the part of the people to attain freedom would be crushed ruthlessly as it was in Hungary.

Despite the relentless implementation of Communist policies of imperialism and enslavement, the people behind the Iron Curtain have never given up hope for their eventual release from Communist tyranny. By observing Captive Nations Week, we shall once again dramatize to the world our dedication to the principles embodied in our own Declaration of Independence, thereby associating ourselves with, and encouraging, those who steadfastly aspire to freedom and independence.

ADJUSTING THE RATES OF BASIC COMPENSATION OF CERTAIN OFFICERS AND EMPLOYEES OF THE FEDERAL GOVERNMENT

The Senate resumed the reconsideration of the bill (H.R. 9883) to adjust the rates of basic compensation of certain officers and employees of the Federal Government, and for other purposes.

The PRESIDING OFFICER. The question is, Shall the bill pass, the objections of the President of the United States to the contrary notwithstanding?

Mr. DIRKSEN. Mr. President, if I may have the attention of the majority leader, I wish to state that I shall yield 5 minutes to the distinguished Senator from Utah [Mr. BENNETT], and I believe 3 minutes is desired by the Senator from

New York. Then I shall conclude the discussion on this side, and we shall be prepared to vote.

Mr. JOHNSON of Texas. Mr. President, if it is agreeable, we shall try to work our discussion in under a 30-minute period. If the other side can do likewise, we notify Senators that we shall try to have a vote at approximately 4:30, if that is satisfactory to the minority leader.

Mr. DIRKSEN. I did not hear the Senator.

Mr. JOHNSON of Texas. I said that we shall confine ourselves to 30 minutes on condition that the minority do likewise, and then we shall notify Senators that we shall be prepared to vote at 4:30.

Mr. DIRKSEN. Mr. President, I will make every effort to conform.

I yield 5 minutes to the distinguished Senator from Utah.

Mr. BENNETT. Mr. President, I shall not use 5 minutes.

I rise to speak in support of the forthright action taken by the President in vetoing H.R. 9883, the Federal employees salary increase bill. In my opinion the veto message is sound and presents overwhelming data showing why this pay legislation should not be enacted in its present form.

During the years I have served in Congress I have championed and supported legislation providing adequate salaries for our Nation's postal workers and civil service employees. In addition, I have supported bills providing life and health insurance for the Federal workers and sponsored other measures improving working conditions and granting many fringe benefits to these employees. Consequently, I am not unmindful of the needs of Federal workers, nor of the substantial contribution which they make to the welfare and security of our Nation. However, I cannot in good conscience support H.R. 9883.

It seems strange to me that Congress would appropriate \$500,000 for a special study to ascertain the comparability of Federal salaries with those paid in private business, together with a study of the grade-by-grade differentials, and then proceed to act on this sweeping pay legislation before the study is completed. This survey is scheduled to be in final form by September, and wisdom would dictate that we wait until next year to pass a pay bill, based on the findings of this special study.

If we will take a careful look at the facts, it is impossible to justify a 7.5- to 8.5-percent pay increase at this time. In 1958, Federal employees received a 10-percent pay increase which more than made up for the differential in the Consumer Price Index dating back to the previous increase in 1955. Since 1958, the Consumer Price Index has increased 2.1 percent, based on the latest available data. Thus any argument that a 7.5-percent pay increase is necessary to keep up with the cost of living is completely unfounded. The maximum justifiable increase on this basis is 2.1 percent.

Going back to 1953, the beginning of the Eisenhower administration, the Consumer Price Index has increased less

than 11 percent, while Federal classified salaries have increased 18.5 percent, and postal salaries an average of 23.4 percent. These computations are based on a selection of a GS-5 entrance rate for the classified workers and a city carrier for the postal workers. Thus under this administration, Government salaries have increased at twice the rate of the Consumer Price Index.

Finally, I wish to call the attention of the Senate to another important effect of a Federal pay increase. This has to do with the relationship between Federal salaries and State government salaries, which I pointed up in my statement to the Senate when the bill passed on June 17. The President has made an excellent analysis comparing Federal pay scales with private industry, but there is also the important factor of relating Federal pay to State and local government pay, since there is competition for workers at these various levels of the Government.

Using the present pay scales, before the proposed increase, employees of the State of Utah who correspond to Federal GS-2 and GS-3 clerks, are now earning from \$50 to \$60 a month less than their Federal counterparts. If the pending bill goes into effect, it will increase that difference by another \$20 to \$24 a month.

Utah social caseworkers, who are a semiprofessional group, are earning between \$60 and \$100 a month less than the pay received by Federal Government employees who perform similar work. And numerous other examples of the same nature could be cited.

I wonder whether we stop to realize the damage we are going to do to the State governments and their employees, particularly in the case of the smaller States far removed from the large metropolitan centers, when we widen this variation. Not only shall we increase the burden on the taxpayers, by reason of the added cost of the Federal payroll; but, in addition, we shall put the taxpayers of many States in a situation in which, by using the Federal Government's example as a lever, attempts will be made to force up the State, county, and municipal payrolls.

So the real burden on the taxpayer may be very much heavier than that represented by the proposed legislation now before us. This is one additional reason why I am persuaded to uphold the President's veto of the Federal pay bill.

It is my hope that Congress will take action before adjournment to make permanent the 2.5 percent temporary pay increase granted to postal workers in 1958. In addition, I favor a modest and fair salary increase for Federal workers as suggested by the President in his veto message.

After the completion of the Federal pay study and report which is due this fall, Congress should be able to work out any inequities in the Federal pay schedules and come up with a permanent solution to this vexing problem.

Mr. DIRKSEN. I yield 5 minutes to the distinguished Senator from New York.

Mr. JAVITS. Mr. President, I suppose there is probably a larger concentration of postal employees, who are so heavily affected by this bill, not only in my State, but in my home community of New York City than there is in any other State or city. It is estimated that the New York post office, which does not cover the whole city but covers the busiest commercial part of it, has about 35,000 employees. For many years I have had my Senate office in post office buildings of New York. I now have it in one of the major stations of the New York post office. For many years I have known personally a host of the employees and have become very familiar with their problems. Others will unquestionably analyze the detailed figures on this bill, and, indeed, the President of the United States has analyzed the detailed figures in his veto message.

But I wish to identify myself with the views I just heard expressed by the Senator from Indiana [Mr. CAPEHART], which I think hit the nail on the head. I have been impressed through the years with literally hundreds upon hundreds of postal employees, whom I know personally, and the trouble they have had making a living. Whatever the figures may show by way of comparisons, it is a fact that an unbelievable number, an altogether uncalled for number of postal employees either have two jobs or have wives working in order to make ends meet. The individual but detailed stories of these servants of the United States, indicating the hardships which they are undergoing in order to manage and keep their jobs and live at the same time, negate all of the abstract and theoretical arguments which were made upon the subject. But even beyond that, I think there are two final facts which will make me vote to override the veto. They are these:

First, that when the increases which these employees have received since 1952 are compared with the increases afforded employees in normal private employment, they fall under par, with an average of around 17½ percent, as contrasted with 25 percent or more on the part of industry generally.

Second, and very importantly, even when the arguments which are made against this bill which the President has vetoed are examined, it will be seen that in percentages it gets so close to what the bill provides that, knowing as I do the individual hardships involved—and I have lived with it for years—it does not make any sense to turn this bill down and start all over again.

Everyone agrees that the two and a half percent cost of living increase should be continued, and there seems to be general agreement, even from the strongest opponents, that there ought to be something added to that—let us say another two and a half percent. Many, including the Senator from Kansas [Mr. CARLSON], have talked about the fact that the increase should be three and a half percent. The Senator from Kansas himself proposed that there be a 6-percent increase. When the final one and a half percent or two and a half percent difference—considering the 7½ percent in this bill—is precipitated down to the individ-

ual salary, and realizing that if the veto is sustained we must start from scratch, with the real possibility that nothing may happen, and considering the present state of the congressional session and the fact that we shall return in August in a highly political atmosphere in Congress, I think the decision must be made looking at the measure not from the astral regions down, but from the ground up.

I believe the measure before us now is reasonable and proper, considering the situation, and in the round that reasonableness is pretty much agreed to, in my opinion, as indicated even by the concessions of those who oppose the measure. Hence, I shall vote to override the veto.

Mr. DIRKSEN. Mr. President, I yield to the Senator from South Carolina [Mr. JOHNSTON].

The PRESIDING OFFICER. How much time does the Senator yield?

Mr. JOHNSTON of South Carolina. I wish 10 or 15 minutes. I yield myself 15 minutes.

This is D-day for Federal employees. They are discouraged, disappointed, and disillusioned. This is because of the action taken yesterday by the President of the United States, in vetoing a reasonable pay-increase bill. However, before today's sun sets in the west, I believe their spirits will be revived by speedy Congressional attention to their plight.

The action taken by the President was not unexpected. It did not deviate from the pattern followed by him since he first took office. He destroyed the hopes of Federal employees for a justified pay adjustment in 1954 after Congress had adjourned and gone home. The wounds of that veto were healed by a sympathetic Congress early in 1955. Again in 1958, he vetoed a much-needed and well-justified further adjustment in the pay of our Federal employees. Within a matter of weeks, Congress again took appropriate action to see that Government employees received proper treatment. Now, once again, we find history repeating itself.

Early this year, even before Congress had an opportunity to hold hearings to determine whether pay increases were justified, the word was out that "Justice be hanged—an increase of any amount will be vetoed." It was against the background of such an attitude in the White House that both the House and Senate gave the problem long and careful study, finally reaching agreement on a measure that both Houses agreed was justified, reasonable, and fair.

This is not just my view—378 Members of the House voted for passage of the measure and only 40 voted against passage. Later, 62 Members of the Senate voted in favor of the bill and only 17 voted against. In total, 440 Members of Congress voted in favor of a pay increase for Federal employees and 57 voted against an increase. These 57 have now been joined by the President, making a total of 58 opposed as against a total of 440 favoring. Mr. President, I am glad to say that in both Houses of Congress many members of the President's own party supported the pay bill.

Certainly this shows that just and fair treatment for Federal employees is not, and should not be made, a partisan question.

There are compelling reasons why a pay increase is justified at this time. The cost of living has continued to increase since the pay of Federal employees was last adjusted. If the Government is unwilling or unable to arrest the ever-upward increase in the cost of living, it certainly should not hesitate to take such steps as are necessary to see that its own employees are not made the innocent victims of economic conditions over which they have no control.

The second reason justifying an increase at this time is that the employees in whose behalf this measure was introduced—whose pay has been allowed to lag behind—can obtain relief in no other way than through congressional action. Wage board employees of the Government, whose rates of pay are keyed to those of private industry, have received increases annually, or more often, just as increases have occurred in private industry. Thus the three-quarter-of-a-million-plus wage board employees of the Government have outstripped our postal workers and classified employees in the matter of pay. Military personnel have also received rather generous increases, which incidentally were approved by the President.

The third factor is that previous increases have fallen short of bringing the pay of these employees to a proper and equitable level. Additionally, it was established conclusively in the hearings in both the House and in the Senate that, during this atomic age, if the Government is to recruit and retain the type of personnel needed to conduct its programs, it must establish pay rates that are at least competitive with private industry.

The President gives as his first reason for vetoing the bill that it "ignores the recognized precept that the only sound basis for setting Federal salaries is reasonable comparability to rates paid for similar work in private industry." Well, as I have stated, the rates of pay of some 750,000 employees of the Federal service are directly related by statute to rates of pay received by similar employees in private industry. Information provided the committee by the Civil Service Commission shows that these wage board employees have received increases up to as much as 40 percent since 1954, as compared with increases of less than 20 percent given to our postal and classified workers. These figures destroy completely the validity of the President's first reason for vetoing the bill.

His second reason is that some employees would receive a larger increase than others. Who is it that would receive the larger percentage increases? I think we all know who it is. It is the little people at the bottom of the pay ladder. It is the letter carrier, it is the postal clerk, it is our neighbor who has been caught in the economic current and almost pulled under.

The third reason seems to be the same as his second reason, except that per-

centages are used to show that some of the little people receive an increase of 1½ percent more than others.

In terms of dollars, as the distinguished Senator from Oklahoma pointed out when the bill was being debated on the floor of the Senate a few weeks ago, the added increase amounts to less than 50 cents a day. Now I do not believe that an increase of such an amount will buy many Persian rugs or vicuna coats. But it might buy a bottle of milk or a loaf of bread. As for me, I do not begrudge these little people an extra amount in their pay checks sufficient to buy a pound of bacon or a box of oatmeal.

The fourth reason given by the President is that the increase exceeds the rise in the cost of living. I do not recall this argument being used by the administration when it participated in the steel settlement. Neither do I recall its being used by the administration in connection with payment of interest to Wall Street bankers, when the rates of interest were increased.

Then why does the President tell us it applies to little people who have to work for a living?

The fifth reason for his not approving the bill is that postal revenues are somewhat less than postal expenses. One way of solving this problem might be to fire the present Postmaster General. Certainly, I would suggest that such action would be preferable to denying postal employees a wage to which they are justly entitled.

His final reason is that the bill extends an increase to a small group of persons who, according to him, are not Federal employees. He says that he has asked the Secretary of Agriculture to see that these people receive equitable treatment. Personally, I have no reason to believe that the Secretary of Agriculture would be any more successful in this than he has been during the past 8 years in solving the problems of the American farmer.

The only difference is that these people are recommended by the agricultural committees in the various counties of the United States, and then they are appointed by the Federal Government and paid with Federal funds. It should also be noted that they are held to be under the Hatch Act.

Finally, the President deplores the fact that certain unnamed employee groups have solicited the aid of Congress in seeking justice for their members. In view of the treatment Federal employees have suffered during the past 7½ years, I don't blame them for appealing to Congress. Where else could they go?

Mr. President, in my view perhaps the most insidious part of the President's veto message is his eleventh-hour suggestion that he might be willing to go along with some lesser pay increase than this bill provides. I say "insidious" because I believe his offer is designed to kill the measure by sowing among us the seeds of indecision. The question of a pay adjustment for Federal employees has been uppermost in the minds of those members concerned with post

office and civil service matters—and in the minds of many other members who are friends of the Federal worker—since January.

Open hearings have been held, equitable percentage of increase have been thoroughly discussed. And in the face of these frank and free discussions by members and others who are interested, the President gave us to believe that he would veto any increase, however small, pending the results of an administration study to be completed after the Congress has adjourned.

Now, faced by a strong possibility—to my mind a very real probability—that the Congress will override his veto, he comes back to us with a half-a-loaf offering.

Time is short. The important work of the Congress puts increasing pressure upon us. Political conventions loom on the horizon. In this atmosphere, after months of hardrock opposition to any pay increase, the President asks us to change our minds. If we do, he says he may go along with us.

The 7½-percent bill is a good bill, offering the Federal worker certainly no more than he deserves. I hope we will reject out of hand the President's belated half-a-loaf proposal.

Mr. President, the bill vetoed by the President was fair, it was just, it was reasonable. It is worthy of enactment, and I believe it will be enacted. To that end, I invite the support of Members on both sides of the aisle; for it is only through rising above partisanship that the ends of justice can be served.

In this instance, I believe firmly that a vote to override the President is more than justified on the basis of fact and in the interest of an efficient and effective Federal Government.

Mr. DIRKSEN. Mr. President, I yield 5 minutes to the distinguished Senator from Ohio.

Mr. LAUSCHE. Mr. President, I shall vote to sustain the President's veto. There are a number of reasons why I have come to that conclusion. I shall try to recite them.

When the Senator from Idaho [Mr. CHURCH] offered his amendment to separate the postal employees from the general classified employees, I voted in favor of that amendment. I did so because I felt that the postal employees had made their case, while the case of the general employees had not been sustained.

While this subject has been under discussion, countless numbers of postal representatives have come to my office, pointing out the justification for an increase in their pay. They stated that in one class, particularly that in which the beginning salary was about \$4,000, the maximum pay, as I recall, that one could attain was about \$4,800 per year.

I replied that, in my opinion, they were entitled to a raise; that if I had my way, I would give them more than the 7½ percent which is generally discussed here. Without doubt, according to the assertions which are made by some persons, the increase will amount to more than 8 percent, in some instances; and that amount I would support.

At no time in the discussions which I had was it ever urged upon me that I should consent to a 7½ percent increase for that category of employees who are earning \$12,000, \$15,000, and \$17,000 a year. I suppose no effort was made to discuss that subject because the strength of the argument would have been so weak that it was thought best to leave that fact covered.

The bill provides for a pay increase, I understand, for about 1,500,000 or 1,700,000 employees. One-third of them are postal employees. The other two-thirds are employees in the general classified service.

If the bill had been separated into two categories, we could have dealt with equity with each class. But the classes were not separated. I am not casting any aspersions, but I have had enough experience to know that if one has a bad package, and thinks he cannot get it passed, he ties the bad package into the good package, and thus coerces the acceptance of the bad with the good. I do not claim that that was done in this instance. However, if I vote for the general bill, I shall have to put my approval upon an increase in the salaries of those who are now earning \$12,000, \$15,000, and \$17,000 a year.

I want the citizens of Ohio to note that the bill does not deal with the \$4,000, \$5,000, and \$6,000 a year employees alone. It deals with the high-pay category of Federal employees.

Mr. CLARK. Mr. President, will the Senator yield?

Mr. LAUSCHE. No; let me finish my argument.

The argument is made that private industry is pirating the employees of the Federal Government. I know who was pirating the employees of the State of Ohio. It was not private industry; it was the Federal Government. I have in my files correspondence from the Bureau of Unemployment Compensation in Ohio, pointing out that Ohio cannot keep its employees because they flock to the Federal payroll. One of my grave problems as Governor of Ohio was to keep the men and women who were working for me from going to work in the Bureau of Unemployment Compensation and the other agencies which were financed by the Federal Government. If there is pirating, the pirating is done by the Federal Government.

Let each Senator introspect his own thinking.

The PRESIDING OFFICER. The time of the Senator from Ohio has expired.

Mr. DIRKSEN. Mr. President, I yield 3 additional minutes to the Senator from Ohio.

Mr. LAUSCHE. In how many States are the citizens choosing jobs with the State government in preference to the Federal Government? The fact is that in practically all the States they would rather go on the payroll of the Federal Government than of the State government.

Five hundred thousand dollars has been appropriated and is now being spent for a study, the purpose of which is the equitable adjustment of salaries,

so that there shall be a just relationship among the various salaries paid. That report is to be submitted next September. The need for adopting an equitable standard is grave. The study is supposed to make recommendations as to how, not the equalization, but the equitable establishment of relationships among the different salaries, shall be attained. My question is, What did we spend \$500,000 for? Have we deliberately decided to throw the study down the drain? The study was justified, and it would produce good results.

There is haste to pass the bill now. I think I know the reason for the haste. The easy way out is to vote for the bill. The easy way out for me would be to be absent and not vote at all. The hard way is to vote what I believe is the just and proper course to take in the matter.

The PRESIDING OFFICER. The time of the Senator from Ohio has expired.

Mr. DIRKSEN. Mr. President, I yield 3 additional minutes to the Senator from Ohio.

Mr. LAUSCHE. Mr. President, I yield to the Senator from Georgia.

Mr. RUSSELL. Mr. President, the Senator from Ohio has well depicted the dilemma in which I find myself. I was necessarily absent in my State when the bill was considered before. I had fully determined to vote for the increases for the postal employees, but I find now that if I vote to override the veto in order to provide an increase for the postal employees, I must also vote to provide an increase of more than \$1,200 a year to those in the higher pay brackets. That is something I cannot in good conscience do.

I think it is most unfortunate that these bills were tied together. That has not been the case in the past. We all know, of our personal knowledge, that some persons in the higher pay brackets in the Federal Government are already overpaid.

The Senator from Ohio is correct in saying that persons leave the employ of the various States of the Union and enter Federal employment so that they may reach the higher grades of employment.

I shall vote to sustain the veto, in the hope that we can separate the different groups and deal with the Federal employees on a just, fair, and equitable basis.

Mr. LAUSCHE. Mr. President, I am very grateful to the Senator from Georgia for his statement. He was Governor of his State, and he knows what the facts are.

I venture to say that no Senator who has been a Governor will disagree with my statement about the pirating by the Federal Government of State employees.

Mr. President, I make this appeal to the Senators who argued that two-thirds of the employees would be given pay increases, even though the justification for increasing their pay has not been established. Those Senators were in favor of giving the pay increase to the remaining one-third. But how can those Senators reconcile their views in that respect

to the giving of an average pay increase of 7½ percent to the other two-thirds?

The cost of this bill will be \$750 million—\$250 million of that will go to the postal employees, \$500 million will go to the general classified employees. In the latter group there are thousands who receive more than \$10,000, and many who receive up to \$18,000.

Mr. President, for these reasons I shall vote to sustain the President's veto, believing it to be in the best interest of the people in general.

Mr. DIRKSEN. Mr. President, I yield 3 minutes to the distinguished Senator from New York [Mr. KEATING].

The PRESIDING OFFICER. The Senator from New York is recognized for 3 minutes.

Mr. KEATING. Mr. President, I should like to comment briefly on two points in the President's veto message.

One is the assertion by the President that the claim of the proponents of the bill that the pay increase provided by the bill is justified by the increase in the cost of living is utterly without foundation in fact. Mr. President, the Chief Executive, through information which was furnished to him, has cited as an illustration the fact that since June 1958, when a 10-percent pay increase was granted, the cost of living has advanced only 2.1 percent.

The answer is that the 10-percent increase in 1958 was completely inadequate at that time to meet the increase in the cost of living. The increase in the cost of living has always exceeded the pay increases which have been granted to the Federal employees, and will exceed them now, even after the pay raise by means of this bill, by from 3 percent to 5 percent.

In my remarks in connection with original passage of the bill, I dealt with that point. Of course one could always pick out a short period, immediately following a pay increase, when the cost of living might not have increased as much. But when we consider the increase in the cost of living over any reasonable 10-year, 12-year, or 15-year period, the pay increases, including the one contemplated by means of this bill, will not equal the increase in the cost of living, nor will this pay increase bring the Federal workers up to a position comparable with that of their counterparts in private industry.

Mr. JOHNSTON of South Carolina. Mr. President, if the Senator from New York will yield to me, I wish to concur in what he has just said. We must remember that all salaries were frozen during the war period; and when the first pay increase was made—and at that time I was on the committee—we did not increase the pay in accordance with the increase in the cost of living during that period; and we never have.

Mr. KEATING. I thank the Senator from South Carolina for his statement.

Mr. President, the other point on which I feel impelled to speak has not previously been mentioned. In the closing paragraphs of the President's message—and again, no doubt, what he set forth was based on information furnished to him, for certainly he has not been sub-

jected to any great pressures—he attacked the pressures for the passage of this proposed legislation.

Mr. President, as the President recognizes, everyone has a right to petition the Congress. We must not do anything to discourage proper and vigorous exercise of that prerogative of every citizen. I do not know whether my experience is comparable to that of others; but at least in my case I cannot say that any great number of those who have indicated that they felt a pay increase was justified have used any undue pressures.

The PRESIDING OFFICER. The time yielded to the Senator from New York has expired.

Mr. KEATING. May I have 2 more minutes?

Mr. DIRKSEN. I yield 2 more minutes to the Senator from New York.

The PRESIDING OFFICER. The Senator from New York is recognized for 2 more minutes.

Mr. KEATING. Mr. President, in connection with any hotly contested measure, all of us receive some mail which causes us to be resentful—for instance, mail in which it is stated, "You vote for this bill—or else." or "We supported you; now you support us," or similar language, which of course is not the proper way to approach any legislative problem.

But I must say that during my legislative career the pressures which have been exerted in connection with some of the other problems which have been before us have been much more of the type that I would call improper than any of the pressures which have been exerted in this case.

From personal experience, I know the situation of many Federal employees, particularly the postal workers. A very large number of the letters I have received have been written in a calm and deliberate manner, and have outlined the problems which the particular families referred to face in meeting the present high cost of living. Many, many workers, for example, have had to take second jobs in order to make ends meet.

Based on my own experience, I cannot say that the conclusion the President has drawn in regard to improper actions was justified. I happen to know personally several postal worker leaders, including Mr. Doherty and Mr. Keating, both of whom have been active in this field. In my experience, they have never—neither during my service here nor during my 12 years of service in the other body—exerted upon me anything which I considered to be improper pressures. The same goes for the other leaders of the Government employees.

To the contrary, they have been most helpful in providing factual information to justify this pay increase. They have forcefully demonstrated the need for this legislation.

Therefore, I feel that this pay increase is justified; and I shall vote to override the veto.

Mr. JAVITS. Mr. President, will my colleague yield briefly to me?

Mr. KEATING. I yield.

Mr. JAVITS. Is it not interesting to consider the fact that we did not think it

wrong to increase our own salaries, since the war, from \$15,000 to \$25,000, or approximately one-half?

Mr. KEATING. Mr. President, my colleague places me in an interesting position, because I voted against that pay increase. But I shall vote for this one.

Mr. SALTONSTALL. Mr. President—

Mr. DIRKSEN. Mr. President, I yield 2 minutes to the Senator from Massachusetts.

Mr. SALTONSTALL. Mr. President, I should like to take a brief time to make clear my position on the President's veto of House bill 9883 and on legislation authorizing increases in the salaries of postal employees and other Federal employees in general.

On June 17, the Senate, after rejecting various amendments, passed H.R. 9883 by a vote of 62 to 17. I supported several moves designed to bring the bill more closely into line with the administration's policy. They included the Carlson amendment, which would have set the rate of increase at 6 percent; and the Ervin motion to recommit the bill, with instructions that it be reported back in such form that the postal workers' pay increases and the other Federal employees' pay increases would be treated in separate legislation.

When those moves failed, I voted in favor of final passage of the bill, because I wished to indicate my belief that some bill in this field was needed this year.

In his veto message, President Eisenhower has set forth clearly and forcefully the reasons why he cannot support House bill 9883. He has stressed the need to make permanent the 2½-percent temporary salary increase which was given 2 years ago to the postal-field-service employees and he has supported a modest general salary increase reasonably consistent with the rise in the standard of living costs which has occurred since the last general pay increase was made.

Because of the inequities in H.R. 9883, as it now exists, because of both the President's cogent arguments against its enactment and his willingness to support immediately responsible and fair legislation in this field, I join him and I join the Senator from New Hampshire [Mr. BRIDGES] in supporting a bill of that character; and because of the time available to Congress to work out a solution to the problem in August, I will vote to sustain the President's veto of H.R. 9883.

Congress has voted half a million dollars for a national salary study, to be undertaken by the Department of Labor, to determine the comparability of Federal salaries and the salaries paid at comparable levels in private business.

This action underscored our belief that the equitable way to go about revising Federal salaries was on the basis of rates paid in private industry. This expensive survey is scheduled for completion in September.

H.R. 9883 ignores this project and its underlying concept. It revises the Federal pay scales without waiting for the benefit of the needed information from the authorized study, and it aggravates serious disparities which already exist.

The bill contains increases that add new inequities; and it includes benefits for persons who are not Federal employees to begin with.

The very logical and persuasive argument that Government salaries should be related to cost-of-living increases simply does not apply to this bill as it is now written.

I am afraid that this legislation is the result of hasty action based on incomplete study, and is an example of the dangers facing the Congress of the United States in its grave responsibility to pass bills for the general good in a limited period of time and during an election year.

Particularly in light of the administration's hope that justifiable and fair action be taken this year to increase Federal salaries, and considering the additional time we now have available to accomplish this purpose, I shall vote to uphold the President's action.

Mr. DIRKSEN. Mr. President, I yield 1 minute to the Senator from Hawaii [Mr. FONG].

Mr. FONG. Mr. President, as a member of the Post Office and Civil Service Committee, I sat through many hearings on proposed pay raises for Government employees. It is unquestionable that this bill is going to cost a lot of money—in fact, around three-quarters of a billion dollars. The fact that this bill is going to cost \$¾ billion is no reason why we should vote against it. The real issue is whether the Government employees are worthy of this raise. When we take into account the wages paid in private industry, I am satisfied the wages we have proposed in the bill are equitable and just.

Because of those facts, which I learned in the committee, I shall vote to override the veto.

Mr. JOHNSTON of South Carolina. Mr. President, I yield 5 minutes to the Senator from Rhode Island [Mr. PASTORE].

Mr. PASTORE. Mr. President, I believe in the last 3 or 4 minutes we have realized the inconsistency of some of the arguments presented on the floor. The distinguished Senator from Massachusetts [Mr. SALTONSTALL] arose a moment ago and said, "I agree with the President of the United States. We should sustain his veto, because this is hasty action. I believe sufficient consideration has not been given to this pay raise bill." Now, from the same side of the aisle, we hear a member of the Post Office and Civil Service Committee, and a member of the same party as is the Senator from Massachusetts, say "We have been considering this legislation for a long time in our committee, and from what was disclosed in the committee, it is fair legislation." Therefore that Senator declares he will vote to override the President's veto.

Again on the same side of the aisle, the ranking Republican member of the same committee, only a short time ago, when this bill was under debate, said he did not think the pay increase should be 7½ percent. He would favor 6 percent.

Mr. President, I do not know what the magic of 1½ percent happens to be, but,

assuredly, he was willing to go 6 percent. His colleague, Mr. FONG, of the same party, who is also on the committee, is willing to go 7½ percent. Yet we are being told constantly by persons who did not attend the hearings, persons who have been speaking on this legislation and yet do not know the background, that it was a hastily enacted measure and should not be reenacted today over the veto of the President.

Here is further inconsistency and incongruity: Some Senators are saying, "I am willing to accept this pay raise for the postal workers without waiting for a report; but when it comes to the other employees, let us wait for the report."

Of course, I am for the postal employees, and the postal employees are entitled to more than 7½ percent. As a matter of fact, when they originally came to the Congress, they asked for a 23-percent raise.

The first responsibility that came to me when I became a Member of the U.S. Senate in 1950 was to be assigned to the Committee on Post Office and Civil Service. The Senator from Kansas [Mr. CARLSON] will attest to this: We had hearing after hearing on pay adjustments to meet living costs. The fact still remains that, if we consider the purchasing power decline of the American dollar from 1939 to 1960, and as we have watched the rise in the cost of living during that period we have done less than equity to our Government employees. We will be doing less than justice today, if we do not override the President's veto.

After all, I am not one who has ever advocated or who will advocate, that Government employees or postal workers be given the right to strike. They do not have that right, and they should not have that right. We will all concede that. But let me say to my colleagues that if the Government employees had a right to collective bargaining, if they had the right to strike, like the steel workers of America, then instead of talking about a 7½-percent raise this afternoon, we might be talking calmly and collectively about a 15-percent raise.

What has happened here, my colleagues? The blue collar workers of the Government have been able to achieve a 30 percent increase, and the others have been able to achieve only a 17½-percent increase.

To come here today, realizing that the last pay increase was granted in 1958, to admit an interim increase in the cost of living and then to say that the classified workers of this Government are entitled to nothing, I think is closing our eyes to the facts, to the realities and the equities of today.

I am one who feels that this bill is just. I am one of those who feels that if we enact this measure we shall be achieving equity and justice for the faithful workers of the U.S. Government. I do not think this is an excessive increase for the classified workers. I feel that the postal workers should get more than 7½ percent. But they are willing to take this, and they are eager to see that the same 7½ percent is granted to their colleagues.

What are we saying here this afternoon? Mr. President, do you know that, under the law, if less than 50 percent of given premises is used by the Post Office Department, the janitors in that building come under the classified service? The PRESIDING OFFICER. The time of the Senator has expired.

Mr. PASTORE. May I have 5 minutes more?

May I have 2 minutes more?

Mr. JOHNSTON of South Carolina. I yield 2 minutes more to the Senator from Rhode Island.

The PRESIDING OFFICER. The Senator from Rhode Island is recognized for 2 additional minutes.

Mr. PASTORE. That shows what we all have to do. The employees asked for 23 percent, and came down to 7½ percent. If the junior Senator from Rhode Island has to compromise on the time, he will take 2 minutes if he cannot get 5.

Let me ask, Mr. President, What are we quibbling about here? We keep saying how much this is going to cost. We can afford it if the raise is equitable. If it is just, we can afford it. If it is unjust, we ought to reject it. But the question is, Is it a just measure? Has it been considered by the committee? Has it been recommended by the committee? Has it been passed by the Congress? The answer to all this is "Yes."

Mr. President, I must be becoming a little effective, because the Senator from South Carolina [Mr. JOHNSTON] has just now confidentially whispered that I may have the additional 3 minutes. [Laughter.]

Mr. President, this quibbling over pay increases has gone on continuously year in and year out. My first experience with it was in 1950 and 1951. I remember the pay increase in 1955. We had the same harangue. We had the same struggle on the Senate floor. There were many who thought the 1955 increase was too much.

Now I return to the explanation I was giving earlier. If we have a post office in a building where the premises are used 50 percent or more by the Post Office Department, then the janitors and the elevator operators in that building come under the Post Office Department. Therefore they would get a raise. However, if we have a post office in a small town, where it is most probable that less than 50 percent of the premises is used for post office purposes then those people come under the classified service. Yet there are Senators in this Chamber who would say, "Do not give these last employees a raise."

How ridiculous can we get? Perhaps we have to be a Solomon? Let us use his wisdom to prevent discrimination. Let not justice be divided in halves. That way—justice is denied—destroyed.

I say to my colleagues, let us look at the facts. Let us study the hearings. Let us look at the statistics. Let us analyze the background.

In view of the wage experience in private industry in this country, in view of the pay increases which have been granted, in view of the rise in the cost of living, in view of the decline of the value of the dollar, if Senators can stand on the floor of the Senate in the face of

all these facts and say, "This is too much," the junior Senator from Rhode Island disagrees with them with all his mind—with all his conscience—with all his heart.

I shall vote to override the President's veto. When I do so, I shall do it in clear conscience. I shall do so in justice. I shall do so in the best interests of my country.

Mr. JOHNSON of Texas. Mr. President, does the Senator from Minnesota [Mr. HUMPHREY] desire some time?

Mr. HUMPHREY. Yes.

Mr. JOHNSON of Texas. Mr. President, I yield 5 minutes to the Senator from Minnesota.

The PRESIDING OFFICER. The Senator from Minnesota is recognized for 5 minutes.

Mr. HUMPHREY. Mr. President, I believe we are all indebted to the able Senator from Rhode Island not only for a moving message but also for a message which was persuasive in the power of his words and equally if not more persuasive in the logic of his argument. The Senator from Rhode Island has stated the case in a manner which demolishes the veto message.

I ask my colleagues to examine the message. If my colleagues will look at other veto messages of other years, they will find apparently there is a party line which is being followed without regard to the facts.

This message, like others, speaking of H.R. 9883, says it "is indefensible by any light."

I ask my colleagues to listen to these words:

This hastily drawn bill violates every concept of fairness, every rule of reason and logic.

Mr. President, I do not know who advised the President of the United States, but whoever did ought to be called in for disciplinary action.

[Laughter in the galleries.]

Mr. President, this bill was not hastily drawn.

The PRESIDING OFFICER. The guests in the galleries will be quiet. Visitors are guests of the Senate. We shall have no demonstrations in the galleries.

The Senator from Minnesota may proceed.

Mr. HUMPHREY. Mr. President, the bill was not hastily drawn. There are 406 pages of hearings held by the Senate Committee on Post Office and Civil Service, under the chairmanship of the distinguished Senator from South Carolina [Mr. JOHNSTON], who for years has concentrated his attention on the subject of postal pay, pay of classified employees, and all matters relating to Federal employees.

Let the record be clear, the advisers to the President may be competent, but I submit when a man has served as chairman of a committee of the U.S. Senate for a good many years, he, too, is competent. His colleagues are not without competence.

Mr. President, furthermore, the Post Office and Civil Service Committee of the other body held hearings which, in summary, are twice as long as the hearings held by the Senate. These hearings

were held in June and July and August—3 months—of 1959 in the Senate. The hearings were held over a long period of time in the other body.

What is more, Mr. President, the justified pay increase is not 7½ percent—it is 9 percent. We chiseled off 1½ points to please this administration.

I submit to the President of the United States, who has been poorly advised in this matter, that the proposed legislation is well drawn. It is long overdue.

I further submit that there is a body of testimony which no department of Government can refute.

The President's veto message talks about the lobbying activities in behalf of the bill. Mr. President, if we want to talk about a lobbyist, let us talk about the Postmaster General, and let us talk about his cohorts. They have been lobbying around the Capitol for a postal rate increase. They have been lobbying around the Capitol for years against any pay increase which was worthy of our Federal employees. They have continued to lobby inside and out of this building. That is their right. However, if we are going to start putting the finger of scorn or of blame upon somebody, then I wish to point out that there are two hands with which to point.

The postal employees, of course, have had a lobby at work. The word "lobby" is not necessarily an ugly or evil word. As the Senator from Rhode Island said awhile ago, our Federal employees are denied the right to strike. What is their opportunity to be heard? It will do them no good to go to the department head, because the department head cannot act. The law fixes the wages for these employees.

The PRESIDING OFFICER. The time of the Senator from Minnesota has expired.

Mr. JOHNSTON of South Carolina. Mr. President, I yield 3 additional minutes to the Senator from Minnesota.

The PRESIDING OFFICER. The Senator from Minnesota is recognized for an additional 3 minutes.

Mr. HUMPHREY. Mr. President, the department head, even if he is the most sympathetic boss, cannot act. The only place the Federal employees can receive any consideration is in the Congress of the United States. We are, in a sense, the collective bargaining committee, in terms of trade unionism.

These employees belong to organizations, and without those organizations they would be the forgotten men of this Government. I would think it is unworthy of a Presidential veto message to speak in terms which are derogatory of a legitimate right of our citizens in the United States—the right to petition.

The administrative branch of the Government, the executive branch, petitions every day. We get "a message from the President." We stop the proceedings to hear "a message from the President."

We have messages from the departments. We are always getting messages from the Bureau of the Budget. I will say that the Bureau of the Budget is the body of the Government without a soul, a kind of political zombi.

We receive messages week after week and year after year. There is a right to petition the elected representatives of the American people. When a Federal employee has an organization, if he lives in the State of Minnesota, with his fellow workers, and if he sends a petition to the Senator from Minnesota, is that supposed to be wrong? I will tell Senators it is not wrong. I am in the Senate to represent those people. I am here to represent the people of my State. They can petition whenever they wish to, and that petition will be respected by me and responded to, the executive branch of the Government notwithstanding.

The President of the United States has the power of the veto, and we have the power to override it. I suggest it is about time that the Congress exercised its power. The administration has one word which will take it down through history. It will be known as the "veto" administration. I wish to save it from that ill repute.

Mr. PASTORE. Mr. President, will the Senator yield?

Mr. HUMPHREY. I should like to remove the blight from its record.

Mr. PASTORE. Mr. President, will the Senator yield?

Mr. HUMPHREY. I yield.

The PRESIDING OFFICER. The time of the Senator from Minnesota has expired.

Mr. JOHNSON of Texas. If the Senator will permit me to interrupt, Mr. President, we previously indicated to Senators we would try to vote at 4:30. As we go along, we seem to generate more discussion.

I have an understanding with the distinguished minority leader, that if our speakers will go ahead with their speeches, we can probably conclude the discussion in 20 minutes to each side. I therefore ask unanimous consent that we have not to exceed 20 minutes to a side, and then proceed to a vote.

The PRESIDING OFFICER. Is there objection to the request of the Senator from Texas? The Chair hears none, and it is so ordered.

Mr. JOHNSON of Texas. I yield 1 minute to the Senator from Minnesota.

Mr. PASTORE. I have one question to ask.

Mr. JOHNSON of Texas. Mr. President, may we have order in the Chamber?

The PRESIDING OFFICER. The Senate will be in order.

Mr. PASTORE. Does not the Senator from Minnesota feel that we are confronted with a disgraceful situation when a man who works in the Post Office Department has to have a second job in order to support his family?

Mr. HUMPHREY. I should say we are. May I add that such situation does not add to the efficiency of the mail service. The efficiency of the mail service could be improved if the workers of the country in that service were given an opportunity to devote full time to their jobs without being required to do extra work on the outside to take care of their particular responsibilities.

I conclude my message by stating that frankly the argument of the President in his message that the pay raise vio-

lates the principle of keeping wages up with the cost of living is an erroneous argument. It is true that workers in recent years have received proportionately a little more increase in pay than the so-called inflation has risen. But I should like to remind the President of the United States that there was a long period—a desert, it might be called—of no pay increases, in which period the price indexes rose and the working people of the country were the victims of the high cost of living. The workers of this country have not yet caught up with that high cost of living. Seven and one-half percent is still below what is just, and I hope the Senate will vote to override the veto and make it unmistakably clear that we wish economic justice for the Federal employees.

Mr. JOHNSON of Texas. Mr. President, I yield 4 minutes to the junior Senator from Texas.

Mr. YARBOROUGH. Mr. President, there is a very old axiom that no army is better than the training of its troops or the leadership of its key officers. This, I believe, applies to governmental service or to the operation of any private industry.

In calling for support of the bill to increase Federal employees pay and in voting in favor of this bill becoming law, I am not doing that just to oppose the President or in any effort to lessen his prestige.

I am doing this because I think it is right. I think the employees of the Government are entitled to the proposed pay raises. I think that they are dedicated people who generally work very hard at their jobs, and these pay raises will increase the efficiency of the Government of the United States.

I serve as a member of the Senate Post Office and Civil Service Committee. I was present every day but one at those hearings. The volume of printed hearings that was held up and so well exhibited here today by other Senators, including the distinguished senior Senator from Minnesota, shows overwhelming proof that we have viewed this as we would a case at law, with a record made, and a verdict rendered for the Government employees.

When the Postmaster General appeared, he did not say that the postal employees were not entitled to the increase; he said, "I must have a nickel stamp to pay for it."

We must raise money for the Government. Taxes are not popular. However, I voted for the continuation of the transportation tax this year. I voted for a continuation of the telephone tax. I voted to take off the credit on stock dividends.

I voted to eliminate the procedure by which a manufacturer in Pennsylvania can go to Africa on a safari, kill lions, and charge it off on his income tax return as a business expense. I have voted for taxes to pay for expenditures by the Government. We retained part of those taxes in the bill, though the House deleted some. So surely when we spend money we must raise sufficient taxes. I voted for them. I thought of the pay raise when I voted to retain those taxes

and to increase others. I thought that those who dance must pay the fiddler. I voted to raise money to pay for this pay raise because I think one of the critical needs of the Government is to pay its employees sufficient so that they can be proud of their jobs. Over 80 percent of the postal employees either must hold a second job in the nighttime or the daytime, or their wives must work to keep body and soul together and to keep the children in school.

Having heard the testimony presented at the hearings, I believe if all Senators had heard some of the testimony before the Committee on Post Office and Civil Service that we had heard, they would vote 4 to 1, at least, to override the veto. I would not be surprised that if they had heard all the testimony that we on the Post Office and Civil Service Committee heard, the vote would be 9 to 1 to override.

In my opinion the proposed pay raises should be voted. They are modest. They are not enough. They have been cut down to try to avoid a veto. There was talk in both houses of Congress to the effect that if the pay raise was kept at 9 percent, the President would veto the bill. There was much discussion to the effect that if the proposed increase were cut back to 7½ percent, the bill would not be vetoed.

As a member of the Senate Post Office and Civil Service Committee who has had occasion to study this problem perhaps more carefully than some, there seems to me no question but what the proposed pay increases should be voted. The argument that Federal pay increases should be paced by cost-of-living increases in the past few years only is not only invalid, it is ridiculous. Does it make sense to say that because a Federal employee and his family was almost starving or living in near poverty 10 years ago, that he should continue to live the same way today? Of course it does not, and our whole purpose here today is to, in some measure, attempt to correct some of the very great injustices that have been continued over the years. And, I might add, this bill goes only a short distance toward meeting the problem. More pay for these employees is needed and justified, not less.

It has been proven many times over, not only by the Federal Government, but by the leading industries of the Nation, that low pay and inefficiency often go hand in hand. Right now, the Government is losing an alarming number of well-trained and well-educated professional people because private industry simply outbids the Government for their services. This bill, providing only a 7½-percent pay increase, won't even begin to completely correct that problem but it will be a step in the right direction, the right direction being toward keeping top qualified employees and efficiently operating our Government.

Mr. President, I will vote to support this proposal and strongly urge its passage. I will vote to override the President's veto of the governmental employees pay raise.

Mr. JOHNSON of Texas. Mr. President, I wonder if it would be agreeable

to the minority leader to suggest the absence of a quorum so that we may notify all Senators.

Mr. DIRKSEN. That would be agreeable.

Mr. JOHNSON of Texas. Mr. President, I suggest the absence of a quorum, with the understanding that the time will not be charged to either side.

The PRESIDING OFFICER. Without objection, it is so ordered. The clerk will call the roll.

The legislative clerk proceeded to call the roll.

Mr. JOHNSON of Texas. Mr. President, I ask unanimous consent that the order for the quorum call be rescinded.

The PRESIDING OFFICER. Without objection, it is so ordered.

Mr. JOHNSON of Texas. Mr. President, I yield 5 minutes to the Senator from Oklahoma.

Mr. MONRONEY. Mr. President, I rise to urge in all sincerity that the Members of the Senate vote in a few minutes to override the President's veto. I do this in the face of a rather intemperate veto message, which recites on its first page, with respect to the ways that we have voted:

Such fiscal and legislative responsibility, and particularly the bill's basic unfairness and the discrimination that would perpetuate, offend all thinking citizens, Federal employees among them, and make this legislation entirely unacceptable.

Mr. President, the President of the United States charges that the bill is discriminatory. One of the reasons why he says it is discriminatory is that the postal field service workers are given a pay increase of 8.8 percent, while those in the higher grades in the Government service drop down to 5.7 percent. What I should like to call attention to is the fact that 5.7 percent for a grade 8 civil service worker amounts to an increase of \$1,000 a year, which the President believes is discriminatory against the higher paid worker.

While in the top step the level for the postal field service is an 8.8 increase, to many it means only \$430. Let us look and see what the \$430 amounts to. This is the exact raise that more than 1 million of our Federal employees will receive; 400,000 are in the letter carrier grade, and the other 600,000 are in the classified service. The total increase in the case of letter carriers, after 7 years of service—and that is as high as the letter carrier can go in his lifetime—will amount to \$430 a year. This amounts to \$35 a month by way of an increase. If we deduct 20 percent for taxes on the \$35 a month that he has to pay back to Uncle Sam, \$7 of that raise is already absorbed; \$2.28 of that \$35 is absorbed by the retirement fund contribution; \$12 a month will be required for the health insurance program, which Congress unanimously voted at the urging of the late Senator Neuberger and the chairman of the Committee on Post Office and Civil Service [Mr. JOHNSTON]. The deductions that occur monthly as a result of the \$35 per month increase will take \$21.28 out of the \$35 per month increase, leaving a take-home pay of \$13.72 a month.

It is true that these benefits are given to our postal workers and to the civil service workers. However, the steel settlement and other industrial settlements that are made in favor of industrial workers' contracts include these fringe benefits. Those workers are not charged, as we charge our employees, for health insurance or for retirement. It is a part of their fringe package. We require our employees to pay for it, as we should. The take-home pay against which the the President rails in his blistering veto message to us amounts, so far as 1 million workers are concerned, to \$13.72 a month.

The PRESIDING OFFICER. The time of the Senator has expired.

Mr. MANSFIELD. I yield 1 additional minute to the Senator from Oklahoma.

Mr. MONRONEY. The starting grade for a letter carrier in our biggest cities in the United States is less than we pay these fine young men who serve us as page boys. If Senators will check on the matter, they will find that these men in the postal service, with families, living in big cities, trying to maintain a home, are paid less per year—\$4,035 a year in the starting grade of grade 4, and that is where we find a great many of them—than we pay our fine young page boys.

They are paid \$400 less than the city of New York pays its garbage collectors. We cannot have a Federal service or a career service with responsible Federal employees under those conditions. I hope the Senate will vote to override the veto.

Mr. DIRKSEN. How does the time stand, Mr. President?

The PRESIDING OFFICER. The proponents have 9 minutes remaining, and the opponents have 20 minutes remaining.

Mr. DIRKSEN. Mr. President, first let me say that the President of the United States is a very temperate and restrained person. He is a man who talks in gentle terms and in gentle spirit. When one of the press columnists stated that the President angrily vetoed the bill, it was certainly a departure from the fact. I am afraid that whoever said that mistook conviction for anger. The very fact that this is a slightly testy message is only further proof that the President of the United States had a deep conviction about the bill, and uttered that conviction in terms everyone could understand.

Notwithstanding everything that has been said on the floor, the postal increase average in this bill for 550,000 workers is 8.35 percent. That is the record. We can use figures like 7½ percent and phrases like fringe benefits, but I am talking about the average. The bill provides an average increase of 8.35 percent for a total of \$248 million; for the classified service, \$452 million; for the agricultural workers and Foreign Service workers, an additional amount. The net total is \$746 million.

The basis for the President's approval is eightfold or tenfold. First is the impact on the budget. What we are doing, of course, is cutting off the dog's tail a little at a time. In January the President estimated a surplus of \$4.2 billion.

We did not provide the revenues he asked, so take off \$700 million.

The pay increase impact will be \$700 million the first year, so take off \$700 million.

If we approve H.R. 10, take off another \$400 million.

If we approve school aid, the impact in the first year will be \$300 million.

If the President finally signs the Health, Education, and Welfare appropriation bill, take off another \$300 million—although the Senate figure was \$500 million above the budget.

In the Defense appropriation, there is a writeup of \$665 million. However, it has no impact so far as the 1961 budget is concerned.

On international health, take off \$100 million.

On housing, take off, roughly, altogether, \$900 million.

What has happened to the \$4.2 billion surplus which was to be applied to the \$290 billion debt? It will have been whittled to \$200 million, and we are not through yet.

If Senators think that that will not have an impact upon the economy of this country in the months ahead, I am afraid we are badly mistaken.

Senators speak about the inequities in the bill. First, the increase is 8.3 percent in the GS-1 grade; 5.7 percent in the GS-18 grade. I wonder what has happened to the bill we passed long ago to preserve incentives in government? In proportion to one's competence, skill, and ambition, he was to be rewarded. This bill makes mincemeat out of that.

Second, the increases are the greatest in the positions where the Government pay exceeds the industry pay. As an example, the national average for general stenographers, in 30 areas of the country, is \$3,849 a year. Under the bill, in grade GS-3, the pay will not be \$3,849; it will be \$4,075.

In the postal field service, the pay will be \$4,800 a year, which means \$1,000 more.

The Senator from Ohio [Mr. LAUSCHE] is as right as Punch when he speaks about the Federal Government pirating employees away from the State governments.

What about other inequities? It is amazing to learn that under the bill the chief medical director in the Veterans' Administration will get more money than the Administrator or the Deputy Administrator.

The proponents of the bill like to say that it was not hastily drawn. Yet it had only 1 day's consideration in the committee. That is the record on this particular bill. Let there be no mistake about it.

Other inequities? The bill provides for county and community committeemen—15,000 of them—who will get health benefits, retirement benefits, and so forth. It has been said that they come under various acts. Let us look. Those 15,000 committeemen take no oath. All other Federal employees take the oath. The committeemen are not subject to the Hatch Act, no matter what the chairman of the committee says. So the bill provides for 15,000 persons who can

carry on their political activities, although other Government personnel cannot. Those committeemen are not subject to the Lobbying Act; they are elected by farmer committees. They are not subject to any laws on tenure or hours of work or salaries. This is a beautiful precedent, since they are brought into the bill because a part of their salary comes out of the Federal till.

I warn the Senate now that highway workers, working for the States which get some of their money from the Federal Treasury, will be on the Federal doorstep asking for retirement and health benefits, and all the rest that goes with them.

We are setting a precedent in the bill which will rise to haunt us. It has been said that we have to take care of living costs. Since the first of June, 1958, there was a 10 percent pay increase; but living costs went up only 2.1 percent.

The general pay increase for Government workers was from 17½ to 20 percent, and the living costs went up only 11 percent.

Something has been said about industry rates. Let us see. There is no guesswork about this. In the bill, the hiring rate for clerks and carriers goes up 15½ cents an hour. For regular clerks and carriers, the rate goes up 18 cents an hour. The maximum rate for clerks and carriers goes up 21 cents an hour.

Let us look at the industry rates: Did industrial workers get a 15½-cent increase? Did they get an 18-cent increase? Did they get a 21-cent increase? The railroad engineers got an increase of 11 cents-plus over a period of 17 months; 600,000 off-train workers, according to the recommendation of the emergency board created by the President, would get an increase of 5 cents an hour. The steel increase was roughly 9½ cents an hour, and it will not begin until December, with 8½ cents an hour more provided, beginning in October, 1961.

The whole 1959 average was 9 cents an hour. But the bill provides 15½ cents, 18 cents, and 21 cents. Is it any wonder the President said the bill was hastily drawn? Is it any wonder he said the bill was indefensible? Is it any wonder he said it could not be justified? The President of the United States was on good ground.

Do not forget. This increase will be from now on. It will be \$750 million a year. It is like that old song: "Not just for today, not just for a day, but for always."

The distinguished Senator from Minnesota talked about that sum being known to the Budget Bureau. Would it not have been something if he could have achieved his ambition and gone to occupy 1600 Pennsylvania Avenue? What might we suppose would have been the first thing he would have done? He would have called up the Budget Director to see where he was, to keep things on track.

Incidentally, the Senator from Minnesota said that Eisenhower will go down as the great vetoing President. Oh, is that so? Let us see. Franklin

Roosevelt had 631 vetoes; Truman had 250; and up to date Mr. Eisenhower has had 160. It is so easy to generalize and throw these statements about. But this is the record. Somebody must have raised the question in connection with this bill, so just to make certain Senators will know where to find it, on page 21 of the hearings they will find the veto record.

Mr. President, I simply do not understand how we could have given the Department of Labor \$1 million last year, have them earmark \$500,000, direct them to make a study of comparable wages in industry and government, and to submit the report by September. What are we going to do? It is an inelegant but American expression: We are going to thumb our noses at what we did last year and kiss \$500,000 down the drain because we are not willing to wait until the report comes in.

What are we asking the President to do? We are asking the President to ignore what we have told him to do. That is a great business. It is no wonder he had a deep and abiding conviction on this subject, when he finally vetoed the bill.

O, Mr. President, there are many things to be said about it, but of course time will not permit.

One other thing: After spending and spending, it seems that we propose to let the President grovel around to find where the revenue shall come from.

I offered the postal rate bill in connection with this bill, but it was voted down on this floor.

Mr. President, how would you like to be sitting at 1600 Pennsylvania Avenue, as President of the United States, and have a body 16 blocks away spend money like water, and then, when you said, "Please give me a little revenue," be told, in effect, "The devil with you. You find it wherever you can." Certainly that is not a pretty picture, in my book.

Mr. President, the total national income for the first quarter of this year is estimated by the indicators at \$402 billion; personal consumption expenditures, \$321 billion. What do we think would happen if the consumption cost—the living cost—went up 1 percent on \$321 billion of consumption expenditures—or \$3,200 million, 4 times the amount called for by this bill? And for what? For 2½ percent of the entire labor force. Today the country's labor force is roughly 73 million. This bill affects 1,600,000—or 2½ percent of that labor force. The bill calls for \$750 million for them. Mr. President, do we trifle now with the stability of the country's economy? If we rock it by 1 percent, we shall have placed on all the families in the country an additional burden to the extent of \$3 billion, 4 times the amount involved in this bill; and if there were an increase of 2 percent, it would be 8 times the amount of money involved in this bill.

In our conference the other day, I said I am becoming increasingly concerned about the cost-price squeeze in this country.

Mr. President, where do you think this money will come from, finally? It

will come out of production, and nowhere else. When we make it so difficult for the producers of goods and services, and then add the spirited competition from abroad, by means of the imports of shoes, automobiles and fabricated steel, we are playing with a little bundle of dynamite if we put these additional burdens on the economy, unless they are completely justified.

One other thing about all the untoward sentiments which were expressed in regard to the President's references to pressure. I have seen a great deal of pressure in this man's town.

Mr. President, let me ask how much time remains under my control.

The PRESIDING OFFICER. The Senator from Illinois has 4 minutes remaining.

Mr. DIRKSEN. Mr. President, the Constitution of the United States contains a provision which marks out the seat of the Federal Government—called the District of Columbia; and the Congress has exclusive jurisdiction over the seat of government. Perhaps one wonders why the framers of the Constitution were so wise. There was a reason for that provision, for when one of the early Congresses met in Philadelphia, it was so beset by soldiers who were clamoring for land grants and for other considerations, that finally it was necessary to provide that the seat of government shall be under the jurisdiction of the legislative branch; and it has been so from that day to this.

No one objects to having any groups petition the legislative branch of the Government. But sometimes that can go a little too far. I do not quarrel, for I know the gentlemen who are interested in this bill. Why, Mr. President, JERRY KEATING is one of my best friends. I have been at postal workers meetings with him. Believe me, it is no easy chore for the minority leader to stand here today and appeal to the Senate to hold up the hand of the President of the United States; but the minority leader does so because he believes the national interest supervenes the group interest. That is the reason for this appeal today.

Mr. President, I have often wondered: Suppose the Army lobbied us; suppose the Navy lobbied us; suppose the Air Force lobbied us. It may be said they are under contract, and that their freedom is limited by their enlistment. But who shall say how far that might go someday and then we would get into real difficulty. But I shall not put the matter on that ground.

I simply say I think this bill was hastily drawn. It contains many inequities.

Therefore, I believe the President's veto should be sustained.

Mr. President, I yield back the remainder of the time under my control.

Mr. JOHNSON of Texas. Mr. President, the Senator from Alaska [Mr. GRUENING] desires to speak for 2 minutes; therefore, I yield 2 minutes to him.

The PRESIDING OFFICER. The Senator from Alaska is recognized for 2 minutes.

Mr. GRUENING. Mr. President, for 7 years we have been told by the White House what legislating we could do and

what legislating we could not do. During the 86th Congress, in which I have served in the Senate for the first time, I have noted again and again that, without exception, we have been told by the President of the United States what we could not do in regard to legislation for airports, for highways, for aid to schools, for classroom construction, for aid for teachers' salaries, for housing, for aid to small business, for area redevelopment, for antipollution control, for public works, and for resource and conservation development. The needs of the American people in these vital fields have been slighted and impaired by veto or threat of veto.

We are now being told what we cannot pay to our Federal employees.

Mr. President, I think it time for the Congress to resume its legislative function.

I intend to do my part by voting to override the President's veto. I hope this body will join the House of Representatives in overriding this veto by an impressive majority.

Mr. DIRKSEN. Mr. President, I ask unanimous consent that I may yield one-half a minute to the Senator from South Dakota [Mr. CASE], in order to permit him to request that an insertion be made in the RECORD.

The PRESIDING OFFICER. Without objection, the Senator from South Dakota may proceed for one-half a minute.

Mr. CASE of South Dakota. Mr. President, I have received numerous telegrams and letters in regard to this subject.

In response, I have stated in my letter of June 30:

I felt that the increases over such a broad range of Federal salaries would be inflationary unless clearly shown otherwise. The additional cost to the Treasury was estimated at \$746 million each year from now on.

All things considered, it did not seem wise to me to commit such additional funds until the study that is being made on Federal salaries has been completed.

Mr. President, I ask unanimous consent that the entire text of my letter and the telegrams be printed at this point in the RECORD.

There being no objection, the letter and the telegrams were ordered to be printed in the RECORD, as follows:

WASHINGTON, D.C., June 30, 1960.

MR. GEORGE W. COUGHLIN,
MR. GEORGE E. MUSER,
MR. WALTER L. KLINKEL,
Local No. 1010,
DeSmet Post Office Clerks,
DeSmet, S. Dak.

DEAR FRIENDS: Thank you for your letter relative to my vote on the Federal pay raise bill.

I felt that the increases over such a broad range of Federal salaries would be inflationary unless clearly shown otherwise. The additional cost to the Treasury was estimated at \$746 million each year from now on.

All things considered, it did not seem wise to me to commit such additional funds until the study that is being made on Federal salaries has been completed. It is due in September.

I am concerned with the welfare of our Federal employees, but also with the state of the Federal Treasury at a time when we must spend more money for our defense

needs and when the country is plagued with the inflation problem. Possibly a bill can be worked out that will not be quite so expensive.

With best wishes,
Sincerely yours,

FRANCIS CASE,
U.S. Senator.

ABERDEEN, S. DAK., June 30, 1960.

Hon. FRANCIS CASE,
Senate Office Building,
Washington, D.C.:

It is imperative that you vote to override the veto of H.R. 9883.

N.F.P.O. Local 68.

ABERDEEN, S. DAK., June 30, 1960.

Hon. FRANCIS CASE,
Senate Office Building,
Washington, D.C.:

The South Dakota members of the National Association of Internal Revenue Employees and their families respectfully request your cooperation in overriding the veto of the pay raise bill. Affirmative action on your part will be appreciated.

ED. LOSACKER,
President, Unit No. 8 of NAIRE.

SIOUX FALLS, S. DAK., June 30, 1960.

Senator FRANCIS CASE,
Washington, D.C.:

Urge you override President's veto of H.R. 9883.

WARD PRATT.

MENNO, S. DAK., June 30, 1960.

Senator FRANCIS CASE,
Senate Office Building,
Washington, D.C.:

We would appreciate your vote to override veto of postal pay bill.

ART SUESS,
B. J. AISENBREY,
R. J. LANGHOLZ,
W. J. BENDER,
Postal Employees.

RAPID CITY, S. DAK., June 30, 1960.

Senator FRANCIS CASE,
Senate Office Building,
Washington, D.C.:

Would appreciate support to override veto of postal employees pay raise respectfully.

ROY CRAMER,
President, Local 760, N.F.P.O.C.

PARKSTON, S. DAK., June 30, 1960.

Hon. FRANCIS CASE,
U.S. Senate Building,
Washington, D.C.:

It would be deeply appreciated if you will support the override and pass bill H.R. 9883. We prefer to accept the bill as passed by Congress rather than risk not having any salary legislation this year.

Sincerely yours,

R. C. BERNARD,
I. H. MAXWELL,
F. F. KURTENBACH,
ED N. GROSZ,
G. J. KOPEL,
L. J. GUKEISEN,
J. E. MUHS,

MITCHELL, S. DAK., June 30, 1960.

Senator FRANCIS CASE,
U.S. Senate Building,
Washington, D.C.:

Please vote to override veto of H.R. 9883.
POST OFFICE CLERKS AND CARRIERS.

BERESFORD, S. DAK., June 30, 1960.

Senator FRANCIS CASE,
Washington, D.C.:

Please consider override vote on pay bill.
EIGHTEEN POSTAL EMPLOYEES.

ABERDEEN, S. DAK., July 1, 1960.

Hon. FRANCIS CASE,
Senate Office Building,
Washington, D.C.:

Postal pay raise long overdue, we expect your vote to override.

ROBERT G. MCGARRY,
President, National Association of Letter Carriers, Branch 502.

WINNER, S. DAK., June 30, 1960.

Hon. FRANCIS CASE,
U.S. Senator,
Senate Office Building,
Washington, D.C.:

We urge you to vote to override the veto of the Government employee pay bill.

EMPLOYEES OF THE WINNER POST
OFFICE.

WATERTOWN, S. DAK., June 30, 1960.

Senator FRANCIS CASE,
Senate Office Building, Washington, D.C.:

Urgently request your support to override veto of H.R. 9883.

POSTAL CLERKS AND CARRIERS.

ST. PAUL, MINN., July 1, 1960.

Hon. FRANCIS CASE,
Senate Office Building, Washington, D.C.:

Please vote to override veto of Federal employees pay bill, H.R. 9883.

ROBERT WADTKE,
JESSE ROBERSON,
ANTHONY MARKOWSKI,
FRED CASSEL,

Employees at St. Paul Post Office
Terminal Section.

ST. PAUL, MINN., July 1, 1960.

Hon. FRANCIS CASE,
Senate Office Building, Washington, D.C.:

Please vote to override veto of Federal employees pay bill, H.R. 9883.

WALTER HARTMAN,
GEORGE WALKER,
LEONARD CONWAY,
EDWARD BUCKLEY,

Employees at St. Paul Post Office
Terminal Section.

ST. PAUL, MINN., July 1, 1960.

Hon. FRANCIS CASE,
Senate Office Building, Washington, D.C.:

Please vote to override veto of Federal employees pay bill, H.R. 9883.

JOHN DOLAN,
HERMAN SCHUETTE,
BERNARD RUBENSTEIN,
ELDEN SULLEWOLD,

Employees at St. Paul Post Office
Terminal Section.

ST. PAUL, MINN., July 1, 1960.

Hon. FRANCIS CASE,
Senate Office Building, Washington, D.C.:

Please vote to override veto of Federal employees pay bill, H.R. 9883.

WALTER KNUDSON,
MERRILL HAUSER,
JAMES MIELAND,
FLOYD ANDERSON,

Employees at St. Paul Post Office
Terminal Section.

ST. PAUL, MINN., July 1, 1960.

Hon. FRANCIS CASE,
Senate Office Building,
Washington, D.C.:

Please vote to override veto of Federal employees' pay bill.

E. HOPPE,
E. STEIN,
B. LARSON,
P. C. FEEST,

Employees of St. Paul Post Office, Terminal Section.

ST. PAUL, MINN., July 1, 1960.

Hon. FRANCIS CASE,
Senate Office Building,
Washington, D.C.:

Please vote to override veto of Federal employees' pay bill, H.R. 9883.

ED NIEROWICZ,
CURTIS TJOSWOLD,
STANLEY MONCHA,
RUDY LUDEMAN,

Employees at St. Paul Post Office, Terminal Section.

BROOKLYN, N.Y., July 1, 1960.

Senator FRANCIS CASE,
Senate Office Building,
Washington, D.C.:

Strongly urge you vote override Presidential veto Federal pay raise.

JOSEPH SHUMACK.

NEW BRUNSWICK, N.J.

WASHINGTON, D.C., June 30, 1960.

Senator FRANCIS CASE,
Senate Office Building,
Washington, D.C.:

We strongly urge you to vote to override the Presidential veto of H.R. 9883 relative to salary increase for postal and Federal employees. We are voicing the unanimous desire of our membership in Federal Government employment for a much deserved and long-delayed salary increase.

INTERNATIONAL ASSOCIATION OF
FIRE FIGHTERS,
WILLIAM B. BUCK, President.
JOHN C. KABACHUS,
Secretary-Treasurer.

WASHINGTON, D.C., June 30, 1960.

Senator FRANCIS CASE,
Senate Office Building,
Washington, D.C.:

We respectfully request your support of motion to override veto of H.R. 9883, the postal and Federal employees' pay bill. The bill was enacted by substantial majorities in both Senate and House of Representatives after thorough and lengthy consideration and following extensive committee hearings. Every argument advanced in the veto message was presented to the Committee on Post Office and Civil Service and rejected by large majorities. We believe the facts warrant the enactment of this legislation, the objections of the President notwithstanding.

NATIONAL FEDERATION OF
POST OFFICE CLERKS,
J. CLINE HOUSE,
President.

E. C. HALLBECK,
Legislative Director.

WASHINGTON, D.C., July 1, 1960.

Senator FRANCIS CASE,
United States Senate, Washington, D.C.:

Great indignation has been caused among the postal employees of the Nation by the harsh and intemperate tone of the President's veto message. The postal and Federal employees have been seeking a fair adjustment in their pay. We regret that apparently the President has been misled by his advisers. American citizens should be able to expect that the facts or conclusions presented by executive departments to the President and to the Nation should be presented in an objective manner and should be exact in detail. Unfortunately this is not the case in the statements furnished to the President for use in the veto message.

We have clearly demonstrated to the committees in both Houses that Government workers are far behind workers in private industry when it comes to pay. Those opposing the pay increase have not successfully disputed this fact. In the last 12 years

Government employees have received only four increases while those in private industry have received 11. The alleged inequities in Government pay have never been successfully described or explained.

We urge you on behalf of all letter carriers in America to vote to override the veto of H.R. 9883.

William D. Doherty, Bethesda, Md.; Jerome J. Keating, Alexandria, Va.; Peter J. Cahill, Lexington, Mass.; R. B. Kremers, Arlington, Va.; John H. Sullivan, Portland, Maine; Philip Lepper, New York, N.Y.; Andrew F. Baker, Austin, Tex.; J. Stanly Lewis, Burbank, Calif.; Dean E. Sovers, Denver, Colo.; James H. Rademacher, Detroit, Mich.; Charles N. Coyle, Portland, Oreg.; John W. Schmidt, Milwaukee, Wis.; James C. Stocker, St. Louis, Mo.; George A. Bang, Arlington, Va.; Thomas H. Gerraty, East Orange, N.J.; Louis F. Seebach, Brooklyn, N.Y.; Martin F. Kalbow, Chicago, Ill.; James P. Deely, Arlington, Va.; Carl J. Saxsenmeier, San Francisco, Calif.; Ed F. Benning, Springfield, Ill.; Nelson E. Sundermeier, Cleveland, Ohio.

Mr. McGEE. Mr. President, will the Senator from Texas yield 40 seconds to me?

Mr. JOHNSON of Texas. I yield.

Mr. McGEE. Mr. President, I have listened to the debate this afternoon, and I wish to refer to the priorities and the set of values involved in this case.

I am disturbed that there should be so much concern over a salary increase of \$400 or \$500 to one who earns it, but no great concern over an increase of \$4 billion in interest charges.

It seems to me that if we put first things first we should have no difficulty resolving this problem.

We note with concern that there have been mounting increases at the White House and at the Bureau of the Budget. It is these that are responsible for the statement today that we cannot pay the living a living wage.

Mr. President, I hope we assign the proper values and priorities to these factors in the American economy, and that we vote to override the President's veto.

Mr. JOHNSON of Texas. Mr. President, I believe the issues confronting us here are very simple.

I believe every Senator has already made up his mind in regard to how he will vote.

All of us are dealing with a group of dedicated and hard-working Americans who perform vital tasks under great difficulties. They are the Government workers. Without this group, good government and efficient government could never function in our country. These workers, Mr. President, are entirely dependent upon the good judgment of the Congress as to the wage scale that shall be set. They do not have the power, they do not have the authority, to exercise great economic pressures in order to better their own conditions and their status in life.

Mr. President, I am not swayed by the strong language that has been used against the proposal to better the economic lot of these hard-working people who, for the most part, are in the lower pay grades. I think the important consideration is whether we shall make conditions sufficiently attractive to draw into

the Government service, and to maintain in the U.S. Government service, the highest type of American.

I read an article this morning which said that even when the pay raises were granted, even if the veto should be overridden, the average salary of the postal worker—his actual take-home pay—would be less than \$75 a week.

I am going to vote to override this veto. I am going to vote to override it because I believe it is in the interest of good government, because I believe it is a matter of simple justice, because I think it is the wise course for our country.

I yield back my time.

The PRESIDING OFFICER. On this vote, under the Constitution, the yeas and nays are required. The clerk will call the roll.

Mr. DIRKSEN. Will the Chair restate the question before the Senate?

The PRESIDING OFFICER. The question is, Shall the bill pass, the objections of the President to the contrary notwithstanding?

Mr. DIRKSEN. Mr. President, as I understand, a "yea" vote is a vote in favor of the passage of the bill; a "nay" vote is against it.

Mr. JOHNSON of Texas. Mr. President, I suggest the absence of a quorum.

The PRESIDING OFFICER. The clerk will call the roll.

The Chief Clerk called the roll, and the following Senators answered to their names:

[No. 270]

Aiken	Fong	Magnuson
Allott	Frear	Mansfield
Anderson	Fulbright	Monroney
Bartlett	Goldwater	Morse
Beall	Gore	Morton
Bennett	Green	Moss
Bible	Gruening	Mundt
Bridges	Hart	Murray
Brunsdale	Hartke	Muskie
Bush	Hayden	O'Mahoney
Butler	Hickenlooper	Pastore
Byrd, Va.	Hill	Prouty
Byrd, W. Va.	Holland	Proxmire
Cannon	Hruska	Randolph
Capehart	Humphrey	Robertson
Carlson	Jackson	Russell
Carroll	Javits	Saltonstall
Case, N.J.	Johnson, Tex.	Schoeppel
Case, S. Dak.	Johnston, S.C.	Scott
Chavez	Jordan	Smathers
Church	Keating	Smith
Clark	Kefauver	Sparkman
Cooper	Kennedy	Stennis
Cotton	Kerr	Symington
Curtis	Kuchel	Talmadge
Dirksen	Lausche	Thurmond
Dodd	Long, Hawaii	Wiley
Douglas	Long, La.	Williams, Del.
Dworshak	Lusk	Williams, N.J.
Eastland	McCarthy	Yarborough
Ellender	McClellan	Young, N. Dak.
Engle	McGee	Young, Ohio
Ervin	McNamara	

Mr. MANSFIELD. I announce that the Senator from Missouri [Mr. HENNING] is absent because of illness.

Mr. KUCHEL. I announce that the Senator from Iowa [Mr. MARTIN] is absent by leave of the Senate on official business.

The PRESIDING OFFICER. A quorum is present.

The question is, Shall the bill pass, the objections of the President of the United States to the contrary notwithstanding? Under the Constitution, the yeas and nays are required. The clerk will call the roll.

The legislative clerk called the roll.

Mr. MANSFIELD. I announce that the Senator from Missouri [Mr. HENNING] is absent because of illness.

I further announce that, if present and voting, the Senator from Missouri [Mr. HENNING] would vote "yea."

Mr. KUCHEL. I announce that the Senator from Iowa [Mr. MARTIN] is absent by leave of the Senate on official business.

The yeas and nays resulted—yeas 74, nays 24, as follows:

[No. 271]

YEAS—74

Aiken	Gore	Monroney
Allott	Green	Morse
Anderson	Gruening	Moss
Bartlett	Hart	Mundt
Beall	Hartke	Murray
Bible	Hayden	Muskie
Butler	Hill	O'Mahoney
Byrd, W. Va.	Humphrey	Pastore
Cannon	Jackson	Prouty
Capehart	Javits	Proxmire
Carroll	Johnson, Tex.	Randolph
Case, N.J.	Johnston, S.C.	Robertson
Chavez	Jordan	Schoeppel
Church	Keating	Scott
Clark	Kefauver	Smathers
Cooper	Kennedy	Smith
Cotton	Kerr	Sparkman
Dodd	Kuchel	Stennis
Douglas	Long, Hawaii	Symington
Eastland	Long, La.	Talmadge
Ellender	McCarthy	Wiley
Engle	McGee	Williams, N.J.
Fong	McNamara	Yarborough
Frear	Magnuson	Young, N. Dak.
Fulbright	Mansfield	

NAYS—24

Bennett	Dirksen	Lusk
Bridges	Dworshak	McClellan
Brunsdale	Ervin	Morton
Bush	Goldwater	Russell
Byrd, Va.	Hickenlooper	Saltonstall
Carlson	Holland	Thurmond
Case, S. Dak.	Hruska	Williams, Del.
Curtis	Lausche	Young, Ohio

NOT VOTING—2

Hennings Martin

The PRESIDING OFFICER. On this vote, the yeas are 74, the nays are 24. Two-thirds of the Senators present and voting having voted in the affirmative, the bill, on reconsideration, is passed, the objections of the President of the United States to the contrary notwithstanding.

MESSAGE FROM THE HOUSE

A message from the House of Representatives, by Mr. Bartlett, one of its reading clerks, announced that the House had passed the following bills, in which it requested the concurrence of the Senate:

H.R. 2069. An act for the relief of James H. Presley;

H.R. 5284. An act for the relief of Christine Fahrenbruch, a minor;

H.R. 6084. An act for the relief of J. Butler Hyde;

H.R. 6709. An act for the relief of Mike H. Kostelac;

H.R. 6767. An act for the relief of Raymond Baurkot;

H.R. 7035. An act for the relief of Hattie and Joseph Patrick, Sr., and for the legal guardian of Betty Ann Smith and the legal guardian of Stanley Smith, and for the legal guardian of James E. Harris, Jr.;

H.R. 7618. An act for the relief of H. P. Lambert Co., Inc., and Southeastern Drilling Corp.;

H.R. 7792. An act for the relief of Martin A. Mastandrea;

H.R. 9417. An act for the relief of Harry Kalolan;

The PRESIDING OFFICER. Without objection, it is so ordered.

Mr. McCLELLAN. Mr. President, this resolution calls for the approval by the Senate for a member of the staff of the Senate Select Committee on Improper Activities in the Labor or Management Field to testify in Kentland, Ind., in State court, concerning a criminal case growing out of the work of the committee in that State.

By Senate Resolution No. 255, section 5, the files of the select committee were placed in custody of the Permanent Subcommittee on Investigations of the Committee on Government Operations. This situation demonstrates one of the reasons why I sought such a disposition of the select committee files.

There is pending in the Newton Circuit Court in Kentland, Ind., criminal action, alleging attempted bribery, against Tommy Morgano. Morgano appeared before the select committee and invoked the fifth amendment to all questions pertinent to the activities about which the committee inquired.

Charges have been brought against Morgano by local authorities, and one of the witnesses deemed necessary by the prosecuting attorney is Mr. Richard G. Sinclair, a staff member of the select

committee who has now returned to his permanent position at the General Accounting Office. In addition to Mr. Sinclair's testimony, the prosecuting attorney has requested certain evidence contained in the files relating to that investigation.

This resolution seeks authority from the Senate to permit Mr. Sinclair to testify and to present pertinent evidence from the select committee files now in the possession of the Permanent Subcommittee on Investigations.

The PRESIDING OFFICER. Is there objection to the consideration of the resolution?

There being no objection, the resolution (S. Res. 349) was considered and agreed to, as follows:

Whereas the Senate Permanent Subcommittee on Investigations of the Committee on Government Operations has in its possession, by virtue of S. Res. 255, section 5, certain evidence pertaining to an investigation dealing with Tommy Morgano in the State of Indiana; which investigation was conducted by the Senate Select Committee on Improper Activities in the Labor or Management Field under S. Res. 44; and,

Whereas the matter of the State of Indiana against Tommy Morgano, a criminal action now pending in the Newton Circuit Court at Kentland, Indiana, charges said Tommy Morgano with attempted bribery; and

Whereas the Prosecuting Attorney of the Sixty-seventh Judicial District of Indiana has requested the production of evidence in the possession of the Permanent Subcommittee on Investigations in this matter, and has requested that Richard G. Sinclair, formerly an investigator for the Senate Select Committee on Improper Activities in the Labor or Management Field and presently an investigator for the U.S. General Accounting Office, to appear and testify in the above proceedings; and

Whereas by the privileges of the Senate, no member or Senate employee is authorized to produce Senate documents but by order of the Senate; therefore, be it

Resolved, That the Permanent Subcommittee on Investigations of the Senate Committee on Government Operations is granted leave to permit the copying and presentation of certain evidence for examination in connection with the aforementioned court case, the evidence thereupon to be returned to the possession of the Permanent Subcommittee on Investigations; and be it further

Resolved, That Richard G. Sinclair, an investigator formerly employed by the Senate, is authorized to appear and testify in the above mentioned proceedings.

The PRESIDING OFFICER. Without objection, the preamble is agreed to.

(Senate proceedings continued after House proceedings of today's RECORD.)

House of Representatives

FRIDAY, JULY 1, 1960

The House met at 11 o'clock a.m.

The Chaplain, Rev. Bernard Braskamp, D.D., offered the following prayer:

Psalm 13: 6: *I will sing unto the Lord, because He hath dealt bountifully with me.*

Eternal and ever-blessed God, whose divine providence supplies all our needs, grant that in these strange and strenuous days we may appropriate by faith Thy revealing presence and sustaining power.

May the hearts of the citizens of our beloved country expand with pride as they see our leaders and chosen representatives maintaining their integrity in the face of the temptation to make expediency the standard and test of their action rather than truth and righteousness.

Give us courage and hope as we seek to bring about a closer fellowship and better understanding between all the nations. May we recognize our kinship and be conscious of how much we can do to minister to one another's welfare and happiness.

Together we penitently confess our sins and humbly beseech Thy pardoning mercy in the name of our Lord and Saviour. Amen.

THE JOURNAL

The Journal of the proceeds of yesterday was read and approved.

MESSAGE FROM THE SENATE

A message from the Senate by Mr. McGown, one of its clerks, announced that the Senate had passed without amendment a bill and a concurrent resolution of the House of the following titles:

H.R. 7903. An act to amend chapter 37 of title 38, United States Code, to extend the veterans' guaranteed and direct loan program for 2 years; and

H. Con. Res. 706. Concurrent resolution authorizing corrections in the engrossment of the bill H.R. 11602.

The message also announced that the Senate had passed, with amendments in which the concurrence of the House is requested, a bill of the House of the following title:

H.R. 5196. An act to increase the maximum rates of per diem allowance for employees of the Government traveling on official business, and for other purposes.

The message also announced that the Senate had passed, with amendments in which the concurrence of the House is requested, a bill of the House of the following title:

H.R. 11666. An act making appropriations for the Departments of State and Justice, the Judiciary, and related agencies for the fiscal year ending June 30, 1961, and for other purposes.

The message also announced that the Senate insists on its amendments to the foregoing bill, requests a conference with the House on the disagreeing votes of the two Houses thereon, and appoints Mr. JOHNSON of Texas, Mr. ELLENDER, Mr. HAYDEN, Mr. FULBRIGHT, Mr. BRIDGES, Mr. SALTONSTALL, and Mr. HICKENLOOPER to be the conferees on the part of the Senate.

The message also announced that the Senate had passed a bill and a concurrent resolution of the following titles, in which the concurrence of the House is requested:

S. 3736. An act creating a commission to be known as the Commission on Noxious and Obscene Matters and Materials; and

S. Con. Res. 112. Concurrent resolution providing for an adjournment of the two Houses from July 2, 1960, to August 8, 1960.

The message also announced that the Senate agrees to the amendments of the House to bills and a joint resolution of the Senate of the following titles:

S. 1509. An act to amend the Interstate Commerce Act, as amended, to provide "grandfather" rights for certain motor carriers and freight forwarders operating in interstate or foreign commerce within Alaska and between Alaska and the other States of the United States, and for certain water carriers operating within Alaska, and for other purposes;

S. 1965. An act to make uniform provisions of law with respect to the terms of office of the members of certain regulatory agencies;

S. 2197. An act to protect the public health by amending the Federal Food, Drug, and Cosmetic Act so as to authorize the use of suitable color additives in or on foods, drugs, and cosmetics, in accordance with regulations prescribing the conditions (including maximum tolerances) under which such additives may be safely used;

S. 2857. An act to amend the Civil Service Retirement Act so as to provide for refunds of contributions in the case of annuitants whose length of service exceeds the amount necessary to provide the maximum annuity allowable under such act;

S. 3545. An act to amend section 4 of the act of January 21, 1929 (48 U.S.C. 345a(c)), and for other purposes; and

S.J. Res. 41. Joint resolution to establish a National Institute for International Health and Medical Research, to provide for international cooperation in health research, research training, and research planning, and for other purposes.

The message also announced that the Senate insists upon its amendments to the bill (H.R. 7593) entitled "An act to provide that the Civil Aeronautics Board may temporarily authorize certain air carriers to engage in supplemental air transportation, and for other purposes," disagreed to by the House; agrees to the conference asked by the House on the disagreeing votes of the two Houses thereon, and appoints Mr. MONRONEY, Mr. ENGLE, and Mr. COTTON to be the conferees on the part of the Senate.

The message also announced that the Senate agrees to the report of the committee of conference on the disagreeing votes of the two Houses on the amendments of the Senate to the bill (H.R. 11998) entitled "An act making appropriations for the Department of Defense for the fiscal year ending June 30, 1961, and for other purposes."

The message also announced that the Senate agrees to the amendments of the House to the amendments of the Senate numbered 26, 28, and 58, of the foregoing bill.

The message also announced that the Senate insists upon its amendments to the bill (H.R. 8229) entitled "An act to amend the Internal Revenue Code of 1954 to provide an exemption from income tax for supplemental unemployment benefit trusts," disagreed to by the House; agrees to the conference asked by the House on the disagreeing votes of the two Houses thereon, and appoints Mr. BYRD of Virginia, Mr. KERR, Mr. FREAR, Mr. ANDERSON, Mr. WILLIAMS of Delaware, and Mr. CARLSON to be the conferees on the part of the Senate.

SALARY INCREASES FOR POSTAL AND OTHER FEDERAL EMPLOYEES

The SPEAKER. The unfinished business is action on the veto message of the President on the bill (H.R. 9883) to adjust the rates of basic compensation of certain officers and employees of the Federal Government, and for other purposes.

Mr. MURRAY. Mr. Speaker, I move the previous question.

The previous question was ordered.

The SPEAKER. The question is, Will the House, on reconsideration, pass the bill, the objections of the President to the contrary notwithstanding?

Under the Constitution, this vote must be determined by the yeas and nays.

The question was taken; and there were—yeas 345, nays 69, answered "present" 1, not voting 16, as follows:

[Roll No. 171]

YEAS—345

Abbott	Bass, Tenn.	Brewster
Abernethy	Bates	Brock
Adair	Baumhart	Brooks, La.
Addonizio	Becker	Brooks, Tex.
Albert	Beckworth	Broomfield
Alexander	Belcher	Brown, Ga.
Andersen,	Bennett, Fla.	Brown, Mo.
Minn.	Bennett, Mich.	Brown, Ohio
Anderson,	Betts	Broyhill
Mont.	Blatnik	Burdick
Andrews	Boggs	Burke, Ky.
Anfuso	Boland	Burke, Mass.
Ashley	Bolling	Burleson
Ashmore	Bolton	Byrne, Pa.
Aspinall	Bonner	Cahill
Auchincloss	Bosch	Canfield
Balley	Bow	Cannon
Baldwin	Boykin	Carnahan
Baring	Brademas	Casey
Barr	Bray	Celler
Barrett	Breeding	Chelf

Chenoweth
Chipperfield
Church
Clark
Coad
Coffin
Cohelan
Collier
Conte
Cook
Cooley
Corbett
Cramer
Cunningham
Curtin
Daddario
Daniels
Davis, Ga.
Davis, Tenn.
Dawson
Delaney
Dent
Denton
Derounian
Derwinski
Devine
Diggs
Dingell
Donohue
Dorn, N.Y.
Dowdy
Downing
Doyle
Dulski
Durham
Dwyer
Edmondson
Elllott
Everett
Evins
Fallon
Farbstein
Fasell
Felghan
Fenton
Fino
Fisher
Flood
Flynn
Fogarty
Foley
Forand
Forrester
Fountain
Frazier
Friedel
Fulton
Gallagher
Garmatz
Gary
Gathings
Gavin
George
Glamo
Gilbert
Glenn
Granahan
Grant
Gray
Green, Oreg.
Green, Pa.
Griffiths
Gubser
Hagen
Haley
Halpern
Hardy
Hargis
Harmon
Harris
Hays
Healey
Hébert
Hechler
Hemphill
Herlong
Hlestand
Hoffman, Ill.
Hogan
Hollfield
Holland
Holt
Holtzman
Horan
Hosmer

Huddleston
Hull
Ikard
Inouye
Irwin
Jarman
Jennings
Jensen
Johnson, Calif.
Johnson, Colo.
Johnson, Md.
Johnson, Wls.
Jonas
Jones, Ala.
Karsten
Karth
Kasem
Kastenmeier
Kearns
Kee
Kelly
Kilday
Kilgore
King, Calif.
Kling, Utah
Klrwan
Kitchin
Kluczynski
Knox
Kowalski
Kyl
Landrum
Lane
Lankford
Latta
Lennon
Lesinski
Levering
Libonati
Lindsay
Lipscomb
Loser
McCormack
McCulloch
McDonough
McDowell
McFall
McGovern
McMillan
McSween
Macdonald
Machrowicz
Mack
Madden
Magnuson
Mahon
Mallard
Marshall
Martin
Matthews
Meader
Merrow
Metcalf
Meyer
Michel
Miller, Clem
Miller
George P.
Miller, N.Y.
Milliken
Mills
Mitchell
Moeller
Monagan
Montoya
Moore
Moorhead
Morgan
Morris, N. Mex.
Morrison
Moss
Moulder
Multer
Murphy
Natcher
Nix
Norblad
O'Brien, Ill.
O'Brien, N.Y.
O'Hara, Ill.
O'Hara, Mich.
O'Konski
O'Neill
Oliver
Osmers

Ostertag
Passman
Patman
Pelly
Perkins
Pfost
Philbin
Pirnie
Porter
Preston
Price
Prokop
Pucinski
Qulgey
Rabaut
Rains
Randall
Reuss
Rhodes, Pa.
Riehlman
Riley
Rivers, Alaska
Rivers, S.C.
Roberts
Rodino
Rogers, Colo.
Rogers, Fla.
Rogers, Mass.
Rooney
Roosevelt
Rostenkowski
Roush
Rutherford
Santangelo
Saund
Saylor
Schenck
Scott
Selden
Shelley
Sheppard
Shipley
Slkes
Siler
Simpson
Sisk
Slack
Smith, Calif.
Smith, Iowa
Smith, Miss.
Spence
Springer
Staggers
Stratton
Stubblefield
Sullivan
Taylor
Teague, Calif.
Teague, Tex.
Teller
Thomas
Thompson, La.
Thompson, N.J.
Thompson, Tex.
Thornberry
Toll
Tollefson
Trimble
Udall
Ullman
Vanik
Van Pelt
Van Zandt
Wallhauser
Walter
Wampler
Watts
Weaver
Weis
Westland
Whitener
Whitten
Widnall
Wler
Williams
Willis
Willson
Winstead
Withrow
Wolf
Wright
Yates
Young
Zablocki
Zelenko

Gross
Hallock
Harrison
Henderson
Hess
Hoeven
Hoffman, Mich.
Johansen
Jones, Mo.
Judd
Kelth
Kilburn
Lafore
Laird
Langen

McGinley
McIntire
May
Mumma
Murray
Nelsen
Norrell
Pillcher
Pillion
Poage
Poff
Quie
Ray
Reece, Tenn.
Rees, Kans.

Rhodes, Ariz.
Robison
Rogers, Tex.
St. George
Scherer
Schneebell
Schwengel
Short
Smith, Kans.
Smith, Va.
Taber
Thomson, Wyo.
Tuck
Wainwright
Wharton

ANSWERED "PRESENT"—1

Avery

NOT VOTING—16

Alford
Barden
Bentley
Bilch
Bowles
Buckley

Jackson
Keogh
Mason
Minshall
Morris, Okla.
Powell

Steed
Utt
Vinson
Younger

So, two-thirds having voted in favor thereof, the bill was passed, the objections of the President to the contrary notwithstanding.

The Clerk announced the following pairs.

On this vote:

Mr. Minshall and Mr. Mason for, with Mr. Jackson against.

Mr. Keogh and Mr. Buckley for, with Mr. Avery against.

Mr. Younger and Mr. Morris of Oklahoma for, with Mr. Bentley against.

Until further notice:

Mr. Alford with Mr. Utt.

Mr. AVERY. Mr. Speaker, I have a live pair with the gentleman from New York [Mr. KEOGH] and with the gentleman from New York [Mr. BUCKLEY]. If they had been present they would have voted "yea." I voted "nay." I withdraw my vote and vote "present."

The result of the vote was announced as above recorded.

The SPEAKER. The Clerk will notify the Senate of the action of the House.

(Mr. UTT asked and was given permission to extend his remarks at this point in the RECORD).

Mr. UTT. Mr. Speaker, I was unavoidably detained, and did not arrive on the floor of the House until the rollcall on the pay raise veto was concluded. Had I been present, I would have voted to override the President's veto.

Mr. ALGER. Mr. Speaker, in overriding the President's veto of this pay increase, we have capitulated to the political pressure of lobbyists, in this case representing the postal workers unions. We are guilty of permitting legislative dictation. If one pressure group can do it, so can others. Then, in the aggregate total our representative government will fail. No longer will we have judicious study of legislation, but roughshod political dictation. This course can only result in the disintegration of our form of government and our society of free people. I condemn this pay raise as factually wrong and financially unsound, though politically expedient. Therefore, I voted to uphold the veto. The President's statement contains the facts, including his recommendation that the temporary 2.5 percent raise already in effect be made permanent, and indicating

his willingness to go along with a further reasonable hike commensurate with increased living costs. That this bill goes far beyond those reasonable norms is manifest. To the extent that it does, we are simply rewarding one group—well organized Federal employees—at the expense of all other taxpayers. At this time, as much as ever, we legislators need to exercise self-discipline, letting November's votes fall where they may.

Mr. QUIE. Mr. Speaker, the action of this House to override the veto of the President on H.R. 9883 leads me to state my own convictions on the objective of providing an adequate salary increase for postal workers and maintaining attractive pay levels for all Federal public servants.

No one can dispute these objectives.

I have long recognized the fact that the salaries of postal employees have not kept pace with compensation for comparable work in private employment. I strongly feel that it is our duty to provide adequate salaries for Federal employees.

But at the same time it is evident to me that H.R. 9883 is not the means to achieve the desirable end.

I believe the President's position is strong when he points out that the bill is "manifestly unjust."

He adds:

Were this measure to become law, the already conspicuous unfairness and discrimination in our antiquated Federal pay system would be greatly intensified.

In addition, he cited the fact that—the money cost * * * would impose an annual burden on the American taxpayer of three-quarters of a billion dollars and the money would not be wisely spent.

These are some of the reasons why I supported the President's stand.

Certainly another reason is that Congress itself has appropriated \$500,000 for a study of the entire Federal pay structure. The results of this study, available in September, will, presumably, pave the way for a sound system of compensation for Federal employees.

At the same time, Mr. Speaker, I want to say this about the representatives of the postal employees who have contacted me. Whenever I have met with these representatives I have found them to be able and courteous people—sincere in their desire to help those whom they represent.

Mr. Speaker, I believe my record will show that I have consistently supported and worked for the well-being of our Federal employees—especially the postal workers. Therefore, I can wholeheartedly say that I am happy to see the deserving employees receive a salary increase. I only regret that, due to the bill's many failings, I could not in conscience vote to override the President's decision as to the overall impact of the bill.

Mr. JUDD. Mr. Speaker, after much study of H.R. 9883, the entire bill, not just of the portion dealing with pay raises for postal employees, I am compelled to vote to sustain the President's veto. I do not agree with two major reasons the President gives for his veto, but it seems

NAYS—69

Alger
Allen
Arends
Ayres
Baker
Barry
Bass, N.H.
Berry
Budge
Byrnes, Wis.
Cederberg
Chamberlain
Colmer
Curtis, Mass.
Curtis, Mo.
Dague
Dixon
Dooley
Dorn, S.C.
Flynt
Ford
Frelinghuysen
Goodell
Griffin

to me the other reasons against the total bill outweigh the reasons for it, especially since it is not necessary for the Congress to accept the unjustified portions of this bill in order to obtain the salary increase which the evidence has convinced me the postal workers are clearly entitled to.

In a free society there is one sure test of whether a pay scale is proper. Is the number of high-grade persons seeking the jobs increasing or decreasing? If the number is decreasing, the pay scale obviously is too low. That is the case with postal jobs in my city today. The number of superior individuals seeking employment in the postal service is much lower than it has been. This can only mean that, in comparison with other jobs, the pay and other rewards in these jobs are not as attractive as formerly, and not as attractive as they must be to get the kind and quality of employees the post office must have to give our people the good service they want and need.

I do not agree with the suggestion in the veto message that postal salaries should be raised by only the same percentage as the general cost of living has increased since the last pay raise bill. Most other workers in the United States have obtained from private employers wage raises larger than the increase in cost of living. I believe the U.S. Government ought to treat its employees at least as well as private industry—and the Government will have to do so if it is to get its work done well.

Also, I cannot go along with the argument that the postal employees cannot be given a suitable pay raise because the Post Office has such a big deficit. The postal workers are not responsible for that deficit; the Congress is. Not enough Members are willing to vote for higher postal rates to pay for increased costs. When wages and prices in the steel industry go up, the Defense Department does not refuse to pay the higher price required for steel for its ships and missiles. It pays what it has to pay to get what it has to have. The same should be true of the Post Office.

These are the strong reasons for a pay raise for postal employees. What are the reasons against passage of this total bill?

First. The bill does upset differentials in the postal service by granting a higher rate of increase—up to 8.8 percent—to some employees than to others—7.5 percent—performing the same work. This creates inequities within the service itself as well as giving the lowest percentage increase to those who are, as the President stated, the most underpaid in relation to persons doing similar work in private industry.

Second. There is no justification for including in this bill the same 7½ percent pay raise for Federal civil service employees as for postal employees. The Congress itself authorized and appropriated \$500,000 for a comprehensive survey to guide it in determining just what adjustments ought to be made. It does not make sense for the Congress to act before it has the benefit of its own study, which is due to be finished by September.

Third. There is no justification for including in this bill a 7½ percent pay raise for salaries of our own congressional employees. No hearings were held or data gathered or even discussion by the committee on this matter.

Fourth. There is no justification for including in this bill a 7½ percent pay raise plus Federal retirement and life insurance benefits, for locally elected county stabilization and conservation committees. These are not Federal employees in any true sense. Doubtless they need and deserve adjustments in the terms of their employment, but again, no hearings were held or evidence presented. How can any one argue for the shot-in-the-dark effort which this bill makes?

Fifth. There is no justification for inclusion in this bill of a 7½ percent salary increase for all the employees in our Foreign Service, a quite separate body most of whose members are living and working under totally different conditions abroad. In fact, this section is the most incredible thing in the bill. Legislation regarding these employees is the responsibility of the Committee on Foreign Affairs. That committee has studied the matter and reported out a bill some time ago to make the salary adjustments which the testimony indicated are needed.

The House Committee on Post Office and Civil Service, for no explained reason, and without any hearings or requests for it to do so, and utterly ignoring the recommendations of those who have studied the matter, threw into the omnibus bill now before us a 7½-percent salary raise. Maybe it was thought that by putting everybody in the bill, whether justified or not, more support could be mustered for the one portion of the bill which has been shown is justified. That is no way for the Congress to legislate.

Mr. Speaker, this is one of these difficult situations in which one wants to vote for the good provisions and against the bad sections. Unfortunately, this is not possible. So the final question becomes, should one swallow so much that does not belong in this bill in order to achieve the part which is good? I do not believe this would be right.

Moreover, it is not necessary. To sustain the veto kills this particular omnibus bill—but it does not remove all possibility of a proper pay raise for postal workers. I have introduced a bill, H.R. 12929, to provide a 7-percent across-the-board salary increase for postal employees along with a commission to develop a better pay system for the entire Federal Government, and to report its recommendations by February 15, 1961.

I chose that 7-percent figure because, as I have told representatives of our Minneapolis postal employees on several occasions, I am certain a bill with that figure will become law. I have been ready to vote for a bill that would provide even a 9-percent increase for the postal workers, because the case has been made for them. It has not been made as yet for the others.

So, on balance, I cannot conscientiously vote for this total bill. It obviously is going to be passed by the

House over the veto. If it should fail in the other body, I shall press at once for action on my own bill and am sure the Congress will not finish this session without passing it or a similar bill.

Mr. O'NEILL. Mr. Speaker, the President of the United States, in expressing his disapproval of the Federal pay legislation before us—H.R. 9883—has accused postal employees of exerting flagrantly and in concert intensive and unconcealed political pressure on Members of Congress.

Never before in my experience has a veto message contained such intemperate and abusive language. Never before in my experience has a veto message contained such a grotesque perversion of fact.

The implication of the President's message is a gross libel on the integrity and moral stamina of the Congress. I resent the implication, and I feel certain that every thoughtful Member of this body resents it.

What does the President mean by "intensive and unconcealed political pressure"? Postal employees have merely exercised their constitutional right of direct petition. They have come to us for help and support, as they have always come to use when they were in need. They have presented their arguments in a dignified and compelling manner. They have exhibited to us their need. They have proved to us that this administration has practiced economic discrimination against them. They have—in short—exercised effectively their rights and privileges as American citizens.

Have we come to such a pass in this democracy of ours that the exercise of the undisputed rights of American citizenship can be slandered as exerting "flagrant," "intensive and unconcealed political pressure"?

If any Member of this body is feeling political pressure today—where is that pressure coming from? I suggest it is not coming from the underpaid and economically desperate postal employees who are merely struggling to keep themselves and their families afloat on the rising sea of inflation.

No, Mr. Speaker, I suggest that the political pressure is coming from the other end of Pennsylvania Avenue—from the large gray building at the corner of 12th Street and the Avenue where a bitter and overly aggressive Postmaster General is quarterbacking this fight to deny postal employees their economic rights. That is where the pressure is coming from, not from the beleaguered and underpaid postal employees.

And are we to yield to such unconscionable pressure? No, Mr. Speaker, I am confident that we shall not do so.

We have heard the arguments, pro and con. We have expressed our wishes by an overwhelming vote in favor of this legislation. We did not cast our votes because of any so-called pressure. We cast our votes because the salary increase is justified, long overdue and desperately needed. We cast our votes in the interest of equity and common decency. And, Mr. Speaker, equity and common decency demand that we rise up and pass this legislation today, the wishes

of the President to the contrary notwithstanding.

Mr. REES of Kansas. Mr. Speaker, I am not opposed to legislation that would grant fair salary increases and other benefits for those employed in Government service. I have always supported legislation I thought was reasonable and fair for Federal workers. In fact, I have legislation pending at the present time for benefits on behalf of our Government workers. It should also be stated that more legislation for higher salaries and benefits was granted during the period that I was chairman of the House Post Office and Civil Service Committee than in any similar period in the past 30 years.

This legislation has not received the consideration to which it is entitled. It is inequitable. It is unfair to many of our Government employees. It was put through the House under a high pressure system. It was considered under a petition whereby Members were not even permitted to offer amendments.

We all approved the appropriation last Congress for an expenditure of \$500,000 to develop information for a new improved concept for compensation of Federal employees. That study is already in progress and is scheduled to be completed at the end of this year.

I repeat I am in favor of providing equitable treatment for Federal employees as compared with those in private industry. This bill will cost the taxpayers of this country three-quarters of a billion dollars. I just do not believe the people of this country want this legislation in its present form. Neither do I believe they want their money expended unnecessarily as is being done in this bill.

This bill includes 1,600,000 employees in various jobs and in all parts of the world. No consideration is given with respect to length of service or amount of salary they receive at the present time.

Even though you voted against the President, which every Member has a perfect right to do, I think it might be well to give the President's views some consideration with respect to what his employees should be paid.

Let me repeat, I am in favor of fair and equitable treatment to all Government employees. I just do not believe this legislation meets that standard.

MAKING TEMPORARY APPROPRIATIONS FOR THE FISCAL YEAR 1961

Mr. CANNON. Mr. Speaker, under a special order of the House I call up House Joint Resolution 778, making temporary appropriations for the fiscal year 1961, and for other purposes, and ask unanimous consent that the resolution be considered in the House as in the Committee of the Whole.

The Clerk read the title of the bill.

The SPEAKER. Is there objection to the request of the gentleman from Missouri?

There was no objection.

The Clerk read the House joint resolution as follows:

Resolved by the Senate and House of Representatives of the United States of America

in Congress assembled, That the following sums are appropriated, out of any money in the Treasury not otherwise appropriated, and out of applicable corporate or other revenues, receipts, and funds, for the several departments, agencies, corporations, and other organizational units of the Government, namely:

SEC. 101. (a) (1) Such amounts as may be necessary for continuing projects or activities (not otherwise specifically provided for in this joint resolution) which were conducted in the fiscal year 1960 and for which appropriations, funds, or other authority would be available in the following appropriation Acts for the fiscal year 1961:

Legislative Branch Appropriation Act;
General Government Matters Appropriation Act;
Independent Offices Appropriation Act;
Department of Defense Appropriation Act;
Departments of Labor, and Health, Education, and Welfare Appropriation Act;
Military Construction Appropriation Act;
Mutual Security and Related Agencies Appropriation Act;

Departments of State and Justice, the Judiciary, and Related Agencies Appropriation Act;

Public Works Appropriation Act; and the Supplemental Appropriation Act.

(2) Appropriations made by this subsection shall be available to the extent and in the manner which would be provided for by the pertinent appropriation Act.

(3) Whenever the amount which would be made available or the authority which would be granted under an Act listed in this subsection as passed by the House is different from that which would be made available or granted under such Act as passed by the Senate, the pertinent project or activity shall be continued under the lesser amount or the more restrictive authority.

(4) Whenever an Act listed in this subsection has been passed by only one House or where an item is included in only one version of an Act as passed by both Houses, the pertinent project or activity shall be continued under the appropriation, funds, or authority granted by the one House, but at a rate for operations not exceeding the current rate or the rate permitted by the action of the one House, whichever is lower: *Provided*, That no provision which is included in any appropriation Act enumerated in this subsection but which was not included in the applicable appropriation Act for the fiscal year 1960, and which by its terms is applicable to more than one appropriation, fund, or authority, shall be applicable to any appropriation, fund, or authority provided in this joint resolution unless such provision shall have been included in identical form in such bill as enacted by both the House and the Senate.

(b) Such amount as may be necessary for continuing projects or activities which were conducted in the fiscal year 1960 and listed in this subsection at a rate for operations not in excess of the current rate or the rate provided for in the budget estimate, whichever is lower:

Department of Commerce: Bureau of Public Roads: Forest highways (liquidation of contract authorization).

SEC. 102. Appropriations and funds made available and authority granted pursuant to this joint resolution shall remain available until (a) enactment into law of an appropriation for any project or activity provided for in this joint resolution, or (b) enactment of the applicable appropriation Act by both Houses without any provision for such project or activity, or (c) August 31, 1960, whichever first occurs.

SEC. 103. Appropriations and funds made available and authority granted pursuant to this joint resolution may be used without regard to the time limitations set forth in subsection (d) (2) of section 3679 of the Revised Statutes, as amended, and expendi-

tures therefrom shall be charged to the applicable appropriation, fund, or authorization whenever a bill in which such applicable appropriation, fund, or authorization is contained is enacted into law.

SEC. 104. No appropriation or fund made available or authority granted pursuant to this joint resolution shall be used to initiate or resume any project or activity which was not being conducted during the fiscal year 1960. Appropriations made and authority granted pursuant to this joint resolution shall cover all obligations or expenditures incurred for any project or activity during the period for which funds or authority for such project or activity are available under this joint resolution.

Mr. CANNON. Mr. Speaker, I move to strike out the last word. This is the usual resolution providing for continuation of functions of Government during the fiscal year 1961 beginning today for which the annual supply bills have not been fully processed.

The House has adopted all 18 appropriation bills for the session.

The Senate has passed 15 of the bills.

Congressional action has been completed on 10 bills and conference reports on two more—the independent offices bill and the military construction bill—were filed last night and should be sent to the President by tomorrow.

Three bills are pending in the Senate. They are the public works bill, the mutual security bill, and the supplemental bill.

Two are in conference. Prospects for disposing of them are at the moment uncertain. In any event, we will have to adopt this resolution to provide for such functions as are not finally covered by the regular bills before the impending recess.

The resolution is in the usual stereotyped form adopted without controversy each year under similar circumstances. It does not appropriate beyond the provisions of the regular bills; all expenditures made under the resolution are chargeable to funds finally appropriated in the regular bills.

And following the custom of the past, no provision is made for starting any new project, function or activity. The key word in the resolution is "continue"—to merely continue activities and functions on an interim basis, and then only if proposed to be continued in the regular process as provided in the resolution.

Mr. Speaker, we would normally supply at this time for the information of Members a brief résumé of the appropriations and related data but are unable to do so before disposition of pending conference reports. We will insert tentative tabulations and abbreviated data on the matter tomorrow, and a more complete résumé at the conclusion of the session.

Mr. TABER. Yes. Mr. Speaker, I move to strike out the last word.

Mr. Speaker, there are 10 bills on which final action has not been taken or are otherwise in such shape that it would not be safe to leave them out of this resolution. This resolution permits the Government to continue its operations, not on any advanced scale but on a scale not greater than last year's figures and not more than the lower figure as they have been passed by both Houses. It is something that we have to do this year and it

ought to be done today if the Government is to go on during the recess.

Mr. PELLY. Mr. Speaker, will the gentleman yield?

Mr. TABER. I yield to the gentleman from Washington.

Mr. PELLY. I would like to ask the gentleman this question: If the House turns down a motion to recess, would this continuing resolution still be advisable?

Mr. TABER. It would have to be, because there would be no way to take care of the payrolls that accrue after the 30th of June.

Mr. PASSMAN. Mr. Speaker, will the gentleman yield?

Mr. TABER. I yield to the gentleman from Louisiana.

Mr. PASSMAN. Is the mutual security bill going to be forgotten this year, or do you think it will be called up after we return?

Mr. TABER. They tell me that the prospects are that it will not be called until after we return.

Mr. PASSMAN. It did not turn out to be such an "emergency" after all, did it?

Mr. TABER. The only expenditures that they will be able to make under this resolution will be at the House rate of the House bill or the current rate, whichever is lower.

Mr. PASSMAN. I thank the gentleman.

Mr. GROSS. Mr. Speaker, I rise in opposition to the pro forma amendment. I am not opposed to this resolution, but I do rise to ask the gentleman from Missouri [Mr. CANNON] a question. With the adoption of this resolution it will not be necessary, then, to rush conference reports through the House without adequate discussion of what has transpired in the other body with respect to appropriation bills and other matters; is that not correct?

Mr. CANNON. The House has passed all of the bills and the Senate has passed 15. Several bills have gone to conference. We have reported three more today, two of which are the independent offices bill and the military construction bill. But, the remainder, which have not yet been processed, will be continued. The present fiscal situation will be continued exactly as it is, and the money will, when it is finally appropriated, be taken from that part.

Mr. GROSS. With the adoption of this resolution, it will not be necessary to drive conference reports through the House under forced draft.

Mr. CANNON. It will not be necessary to perfect them now before we adjourn.

Mr. GROSS. I am pleased to have that statement, and I thank the gentleman.

Mr. TABER. Mr. Speaker, there is one thing I wanted to say; this resolution expires August 31 or earlier if the bills are disposed of.

Mr. CANNON. Mr. Speaker, I think I might add that the House may be in-

terested to know that the prospects indicate that we will this year be under the budget on the total appropriations for the year.

Mr. Speaker, I move the previous question.

The previous question was ordered.

The SPEAKER. The question is on engrossment and third reading of the joint resolution.

The joint resolution was ordered to be engrossed and read a third time, and was read the third time.

The SPEAKER. The question is on passage of the joint resolution.

The joint resolution was passed.

A motion to reconsider was laid on the table.

State	Watershed	Executive communication No.	Committee approval
Alabama.....	Big Prairie and French Creeks.....	2,239	June 30, 1960
Pennsylvania.....	Mill Run.....	2,239	Do.
North Carolina.....	Town Fork Creek.....	2,307	Do.

Sincerely yours,

CHARLES A. BUCKLEY,
Member of Congress, Chairman, Committee on Public Works.

CORRECTION OF ROLLCALLS

Mr. DENT. Mr. Speaker, on rollcall No. 170, I am not recorded as voting in the affirmative. I was present and voted "yea." I ask unanimous consent that the permanent Record and the Journal be corrected accordingly.

The SPEAKER. Without objection, it is so ordered.

There was no objection.

Mr. CELLER. Mr. Speaker, I understand I am not recorded as having voted "yea" on overriding the veto of the President on the pay raise bill. I was present and voted "yea," and ask unanimous consent that the rollcall be corrected accordingly.

The SPEAKER. Without objection, it is so ordered.

There was no objection.

PERSONAL EXPLANATION

Mr. TEAGUE of California. Mr. Speaker, our colleague the gentleman from California [Mr. YOUNGER] is in the hospital in Boston due to an emergency operation. There was an error yesterday in connection with rollcall No. 169, where he was paired "nay" on final passage, instead of "yea." I am told by the Parliamentarian that the permanent Record cannot be corrected except by the gentleman from California [Mr. YOUNGER], himself, when he returns. In the meantime, I am making this statement on his behalf as to how he would have voted.

WORK PLANS APPROVED—COMMUNICATION FROM THE COMMITTEE ON PUBLIC WORKS

The SPEAKER laid before the House the following communication, which was read, and, together with the accompanying papers, referred to the Committee on Appropriations.

JUNE 30, 1960.

Hon. SAM RAYBURN,
The Speaker, House of Representatives,
Washington, D.C.

DEAR MR. SPEAKER: Pursuant to the provisions of section 2 of the Watershed Protection and Flood Prevention Act, as amended, the Committee on Public Works has approved the work plans transmitted to you which were referred to this committee. The work plans involved are:

CORRECTION OF THE RECORD

Mr. GATHINGS. Mr. Speaker, in the Record of June 29, 1960, at page 13901 in the last paragraph I am recorded as having said "assured." The word I intended to use was "assumed." I ask unanimous consent that the permanent Record be corrected accordingly.

The SPEAKER. Without objection, it is so ordered.

There was no objection.

MILITARY CONSTRUCTION BILL 1961

Mr. SHEPPARD. Mr. Speaker, I call up the conference report on the bill (H.R. 12231) making appropriations for military construction for the Department of Defense for the fiscal year ending June 30, 1961, and for other purposes, and ask unanimous consent that the statement of the managers on the part of the House be read in lieu of the report.

The Clerk read the title of the bill.

The SPEAKER. Is there objection to the request of the gentleman from California?

Mr. GROSS. Mr. Speaker, reserving the right to object, I assume the gentleman intends to take ample time to explain the bill; is that correct?

Mr. SHEPPARD. That is correct.

Mr. GROSS. Mr. Speaker, I withdraw my reservation of objection.

The SPEAKER. Is there objection to the request of the gentleman from California?

There was no objection.

July 2, 1960

5. PERSONNEL. Agreed to a unanimous consent request by Sen. Johnson for indefinite postponement of S. 3672, the Federal pay raise bill. p. 14691

6. ADJOURNED until Mon., Aug. 8. p. 14700

HOUSE

7. SCHOOL LUNCH. Rep. Bailey discussed and inserted the text of his bill to amend the National School Lunch Act which he states is intended to "remove the inequities in the formula" which now "penalize" those States which take "full advantage of the program" by paying them less per meal from Federal funds. pp. 14723-5

8. LANDS. Passed without amendment S. 3247, to amend the Act of September 9, 1959, to provide that payment for the lands covered by such Act in Keosauqua, Iowa, may be made on a deferred basis (p. 14704). This bill will now be sent to the President.

Rep. Porter urged enactment of the bill to create the Richard L. Neuberger National Seashore in the Oregon Dunes area, stating "Neither private, nor State, nor Forest Service development has been able to do the job which needs to be done here ... it is a job for the National Park Service of the U. S." pp. 14716-23

9. PERSONNEL. Rep. Goodell criticized the recently enacted Federal pay raise bill calling it "a 'mish-mash' of classified and postal pay raises" which grants totally unjustified pay raises to many classified employees who are presently paid far above the private wage scale." pp. 14706-7

10. APPROPRIATIONS. Rep. Cannon inserted a "Tentative Resume of Appropriations, 86th Congress 2d Session," and criticized the administration's fiscal policy, stating "in the last 7 years, the laudable objectives, the promises and pledges have not been met, cannot be met, and will not be met." pp. 14713-6

11. INFORMATION. The Government Operations Committee submitted a report, "Twenty-Fourth Report on Availability of Information From Federal Departments and Agencies" (H. Rept. 2084). p. 14729

12. LEGISLATIVE PROGRAM. Agreed to ^{with} an amendment S. Con. Res. 112, providing "That when the two Houses shall adjourn on Sunday, July 3, 1960, the Senate shall stand adjourned until 12 o'clock noon on Monday, August 8, 1960, and the House of Representatives shall stand adjourned until 12 o'clock noon on Monday, August 15, 1960" (p. 14712). The amendment to the resolution provides that the House shall stand adjourned until Mon., Aug. 15, 1960, rather than Aug. 8.

13. ADJOURNED until Mon., Aug. 15. p. 14727

ITEMS IN APPENDIX

14. RESEARCH. Rep. Brooks inserted an address by Lt. Gen. Trudeau, "Research and Development: A Vital Contribution to Security." pp. A5803-5

15. DAIRY INDUSTRY. Extension of remarks of Sen. Keating inserting excerpts from an address by Gov. Rockefeller and stating that the Governor "predicted a bright future of the Nation's dairy industry, and complimented the industry for the manner in which by research and promotion it has continually progressed and prospered." p. A5806

Extension of remarks of Rep. Cook listing proposed and suggested changes in the existing milk marketing orders. p. A5859

16. COTTON. Extension of remarks of Rep. Alexander criticizing "the failure of this administration to properly safeguard the American textile industry..." pp. A5812-3
17. SUGAR. Extension of remarks of Rep. Dent suggesting a three-point program in sugar allotment quota as it affects Castro's Cuba. pp. A5819-20
18. PATENTS. Extension of remarks of Sen. Long discussing the prevailing Government policies concerning the disposition of patent rights to inventions and inserting an article on this subject. p. A5825
19. ELECTRIFICATION. Extension of remarks of Rep. Ashley discussing problems of safety in the electric utility industry. pp. A5869-70
20. FARM PROGRAM. Extension of remarks of Rep. Schwengel objecting to the adjournment of Congress without "the enactment of legislation which will provide for a sound farm program." pp. A5888-9
21. SURPLUS PROPERTY. Extension of remarks of Rep. Black expressing his opposition to any effort to "legitimize increased imports of foreign excess property." p. A5896

BILLS INTRODUCED

22. SURPLUS COMMODITIES; FARM PRICES. H. R. 12959, by Rep. Pillion, to provide for a moratorium on the construction of new irrigation projects or units so as to prevent an increase in the staggering cost of the farm surplus program to the taxpayers of the Nation and to secure for the farmers of the United States a fair price for the products of their farms; to Interior and Insular Affairs Committee.
H. Con. Res. 709, by Rep. Pillion, to study effects of reclamation and irrigation projects upon agricultural surpluses and to prohibit the initiation of new irrigation construction projects after January 1, 1961; to Interior and Insular Affairs Committee.
23. WHEAT. H. R. 12954, by Rep. Cooley, to provide a voluntary payment-in-kind program for the purpose of reducing wheat production and wheat stocks of the Commodity Credit Corporation; to Agriculture Committee.
24. WILDERNESS. H. R. 12951, by Rep. Saylor, to establish a national wilderness preservation system for the permanent good of the whole people; to Interior and Insular Affairs Committee.
25. ORGANIZATION; RESEARCH. H. R. 12952, by Rep. Brooks, La., to investigate the establishment of a Commission on a Department of Science and Technology; to Government Operations Committee.

PRINTED HEARINGS RECEIVED IN THIS OFFICE

26. TOBACCO. H. R. 8819, lease and transfer of tobacco acreage allotments. H. Agriculture Committee.
27. SALINE WATER. S. 3557, 3446, and 2816, pertaining to the expansion and extension of the saline water research program. S. Interior and Insular Affairs Committee.

The PRESIDING OFFICER. Is there objection to the present consideration of the resolution?

There being no objection, the Senate proceeded to consider the resolution.

The PRESIDING OFFICER. The question is on agreeing to the resolution. The resolution was agreed to.

AUTHORIZATION FOR INSERTIONS IN RECORD FOLLOWING ADJOURNMENT

Mr. JOHNSON of Texas. Mr. President, I ask unanimous consent that Senators may be permitted to make insertions in the CONGRESSIONAL RECORD following adjournment of Congress until the last edition authorized by the Joint Committee on Printing is published; but this order shall not apply to any subject matter which may have occurred or any speech delivered subsequent to the adjournment of Congress.

The PRESIDING OFFICER. Without objection, it is so ordered.

ADJUSTMENT OF RATES OF BASIC COMPENSATION OF CERTAIN OFFICERS AND EMPLOYEES OF FEDERAL GOVERNMENT—INDEFINITE POSTPONEMENT OF BILL

Mr. JOHNSON of Texas. Mr. President, I ask unanimous consent that the bill (S. 3672) to adjust the rates of basic compensation of certain officers and employees of the Federal Government, and for other purposes, be indefinitely postponed.

The PRESIDING OFFICER. Without objection, it is so ordered.

ADDITIONAL SPONSORS OF AMENDMENT TO H.R. 12580

Mr. BYRD of West Virginia. Mr. President, I ask unanimous consent that the names of the Senator from Michigan [Mr. HART], the Senator from Minnesota [Mr. McCARTHY], and the Senator from Maine [Mr. MUSKIE] be added as cosponsors to my amendment No. 6-24-60—N to H.R. 12580 when it is next printed.

LOCK AND DAM NO. 10, KENTUCKY RIVER, MADISON COUNTY, KY.

Mr. JOHNSON of Texas. Mr. President, I ask unanimous consent that the Senate proceed to the consideration of Calendar No. 1894, Senate bill 3324.

The PRESIDING OFFICER. The bill will be stated by title for the information of the Senate.

The LEGISLATIVE CLERK. A bill to authorize and direct the Secretary of the Army to convey part of lock and dam No. 10, Kentucky River, Madison County, Ky., to the Pioneer National Monument Association for use as a part of a historic site.

The PRESIDING OFFICER. Is there objection to the present consideration of the bill?

There being no objection, the Senate proceeded to consider the bill.

The PRESIDING OFFICER. The bill is open to amendment.

NATO SCIENCE PROGRAM: INVESTMENT IN LEADERSHIP

Mr. JACKSON. Mr. President, I ask unanimous consent to have printed in the RECORD at this point two documents concerning the NATO science program.

The Scientific and Technical Committee of the NATO Parliamentarians' Conference, of which I have the honor to be Chairman, last fall issued a series of recommendations in a report entitled "NATO Science Program—Investment in Leadership." Unanimously approved last November by the 15 member NATO Parliamentarians' Conference, and forwarded to member governments and the NATO Council for study and action, these recommendations are of direct interest to the Congress.

Accompanying this report is the address entitled "Atlantic Community Space Program" which I made in presenting our committee recommendations to the NATO parliamentarians.

There being no objection, the material was ordered to be printed in the RECORD, as follows:

NATO SCIENCE PROGRAM: INVESTMENT IN LEADERSHIP
(Report of the Scientific and Technical Committee, chairman, Senator HENRY M. JACKSON)

INTRODUCTION

The second Parliamentarians' Conference held in November 1956 established a special committee on scientific and technical personnel to examine the problems of training and using effectively the scientific talents of the NATO Community. Since that time, the members of the Scientific and Technical Committee have given close attention to these problems, focusing particularly on progress being made in implementing recommendations of the third and fourth Parliamentarians' Conferences.

The Committee members have been greatly assisted by talks and correspondence with officials of NATO, OEEC, and SHAPE. They have also received most helpful counsel from the executive agencies of their own countries and private citizens. They have read with interest the documentation of the Subcommittee on Scientific and Technical Cooperation of the Atlantic Congress (London, June 5-10, 1959).

Members of the Parliamentarians' Scientific and Technical Committee for 1958-59 are:
Belgium: Baron Pierre Nothomb.
Canada: Dr. J. W. Kucherepa.
Denmark: Mr. A. G. Normann.
France: Senator G. Portmann.
Germany: Dr. G. Kliesing.
Greece: Mr. Panos Yokas.
Iceland: Mr. B. Grondal.
Italy: Senator G. Messeri.
Luxembourg.
The Netherlands: Mr. C. L. Patijn.
Norway: Mr. O. Watnebryn.
Portugal: Mr. Celheiros Lopes.
Turkey: Mr. A. Tokus.
United Kingdom: the Lord Ogmores.
United States: Congressman R. J. CORBETT.

The chairman wishes to express his special thanks to his committee colleagues for their advice and support in the preparation of this draft report, and to acknowledge the able

assistance of the executive secretary and staff of the conference.

THE BROADENING EFFORT IN SCIENCE

Ten years ago—under the pressures of an unprecedented threat—the nations of the Atlantic Community joined together in the North Atlantic Treaty Organization. In 1949, the challenge which produced NATO was first and foremost military in character. And NATO, as a military alliance, has clearly proved its worth in the decade that followed.

Today, the threat which spurred the creation of NATO has by no means diminished. But the nature of the challenge has changed and deepened to encompass political, scientific, social, and economic factors.

Fortunately, NATO has changed with the challenge. At the end of its first decade, NATO is still a major deterrent to war. But it stands also as a symbol of international cooperation in many other fields.

This cooperation—in political, economic, and scientific areas—does more than produce guns, planes, and missiles. Over the years these joint endeavors have steadily strengthened the foundations of the Atlantic Community through increased understanding, economic growth, and political progress.

Cooperative scientific effort is the most recent addition to the NATO program.

Over the past 3 years, solid progress has been made in improving the state of Western science. We have made a good start, but we must recognize that it is only a start.

Member states of NATO have broadened the scope and accelerated the pace of scientific activity. With few exceptions, one country after another has advanced. In many countries, commissions of inquiry have been studying the educational systems and the organizations for research. On the basis of their reports, new and imaginative policies have been inaugurated.

Of course, the energy with which national corrective programs are being pursued varies considerably from country to country. Hopefully, the examples of the more vigorous countries will be increasingly contagious. In many cases international activities are stimulating useful action at national and regional levels.

Also, in these last 3 years, solid progress has been made toward a NATO science program. A science adviser and a representative science advisory committee of 15 members now assist the NATO Council in developing the program.

In this effort the NATO Council has respected two key principles set forth in the 1957 Parliamentarians' Conference report:

NATO activities should be catalytic in nature. That is, they should aim at initiating chain reactions which extend over the broadest scientific and technological front.

The resources available to NATO should primarily be used to support and broaden the work of existing schools, research centers, and agencies in this field, rather than to create wholly new institutions.

1. The NATO science fellowship program

Based on the recommendation of the 1957 NATO Parliamentarians' Conference and drawing its principal inspiration from that recommendation, the NATO science fellowship program is now in operation for its first year.

Its aim is to stimulate the international exchange of postgraduate and postdoctoral students of the pure and applied sciences between member countries and thereby to increase the scientific strength of the NATO alliance.

The program cost \$1 million for the first year; \$1.75 million for the second. Funds are distributed to member countries on the basis of population, with no nation receiv-

ing more than 15 percent of the total fellowship funds, and with the understanding that recipients of fellowships are, in general, to study abroad.

More than 150 fellows have been selected and most of them have started their studies for the academic year 1959-60.

The most popular subject to be studied have been biology, chemistry, engineering, and mathematics.

There has been a great demand for the fellowships. In most countries qualified applicants far outnumbered the available grants. For example, in the United States, there were 91 applicants for 21 fellowships. All those offered the fellowships accepted—a truly exceptional record.

A glance at national experience in administering the program shows diversity in the pattern of application, reflecting current differences in national needs.

For example, Belgium, Canada, Denmark, France, Netherlands, Norway, and the United States prefer to give their NATO Science Fellowships to postdoctorates. Consequently, these countries tend to allow higher and more individually adapted grants, with family allowances and a certain freedom in many cases to choose rather short periods of study. On the other hand, the United Kingdom and Turkey lay the main emphasis on predoctorates and like the students to go abroad for more than 1 year. Some countries offer both predoctorate and postdoctorate grants.

Fellowship programs are managed in one of three general ways: By government offices (France, Greece, Italy); by well-established organizations for the distribution of fellowships (United States, United Kingdom, Canada, the Netherlands); by ad hoc committees of scientists (Belgium, Denmark, Norway).

Meetings of national representatives convened by the NATO Science Adviser provide for interchange of information on fellowship policies and for development of certain common standards throughout the NATO area.

2. The NATO advanced study institute program

Again, drawing its inspiration from the recommendations of the 1957 NATO Parliamentarians' Conference, the NATO program for support of scientific study institutes for advance or special topics, is now in operation for its first year. Already, it has tripled the number of such institutes from the original two at Les Houches and Varenna to six held this last summer.

The program is financed to the extent of \$300,000 for the first 2 years. About \$100,000 has been committed for the first year; the program can be expanded to twice this level in the second year.

During the first year, grants have been made to advanced study institutes at the University of Naples, Italy (field theory); Varenna Summer School in Italy (physical sciences); Summer Institute at Les Houches, France (theoretical physics); advanced summer program at Kjeller, Norway (heat transfer problems; and finally the Corfu Institute in Greece (solid state physics).

The program is receiving widespread recognition, as evidenced by the number of additional requests for next year's grants.

3. Program of research grants for cooperative research activities

In 1957 the Parliamentarians' Conference recommended that NATO support important scientific training and research projects which particularly lend themselves to international action. This June, the NATO Council approved a program of research grants for cooperative scientific research activities.

The program is expected to go into effect about January 1, 1960; \$1 million will be available for research grants to be awarded at the rate at which appropriate requests are filed. A five-man review committee will pass

judgment on all projects, and the NATO Council itself will review the program when one-half the available sum has been committed.

4. Cooperative research programs under NATO sponsorship

In 1958 the NATO Parliamentarians recommended that the NATO Council give special attention to the desirability of supporting cooperative programs in one or more of three urgent fields which would particularly benefit from the joint action of NATO members—oceanography, materials, and upper atmosphere and space.

This year, NATO has made progress toward a cooperative program in two of these fields: oceanography and materials. In the third field, upper atmosphere and space, emphasis has been given to bilateral rather than to NATO-wide projects.

(a) Oceanographic Research

The NATO Council has approved NATO support for cooperation in oceanographic research, particularly in the North Atlantic and the Mediterranean, and it authorized the formation of a subcommittee of the Science Committee of the NATO Council in the Field of Oceanographic Research. The subcommittee held its first meeting in New York in September. Plans for the work of the subcommittee are still in a formative stage.

Also, this year the NATO Council established the SACLAN Antisubmarine Research Center at La Spezia. The laboratory is now being staffed and equipped and it is expected that it will cooperate to the fullest with the general oceanographic research program. The center itself will devote from one-third to one-half of its energies to basic oceanographic research.

(b) Materials Research

The Office of the NATO Science Adviser has agreed with the Advisory Group for Aeronautical Research and Development (AGARD) to sponsor an international symposium on the status of materials research during the summer of 1960. The survey will cover both pure and applied aspects of the field.

In late 1958, the NATO Defense Research Directors advocated that materials research be given a high priority for support by NATO nations. In September 1959, a check by the Directors indicated substantial progress toward this goal.

(c) Upper Atmosphere and Space

The United States has offered to send up instruments for any NATO country desiring to launch a space research program. Meanwhile, NATO governments and scientists have been urged by the NATO Council to cooperate with each other, and particularly with the United States, in upper atmosphere and space research. Several such bilateral cooperative programs are in the process of being arranged.

5. Training center for experimental aerodynamics, Brussels

The Parliamentarians' Conference has continually been impressed with the outstanding success of the training center at Brussels. This year, the NATO nations have strengthened the center by agreeing to a method for its joint financing and cooperative use. It will be financed for the next 2 years on a studentship basis; each nation will pay a sum in proportion to the number of students sent to the center. Belgium, as the host country, will finance half the cost of the laboratory.

6. NATO Defense Missile Training Center

The Parliamentarians' Conference in 1957 recommended the establishment of a NATO Missile Center with the primary function of training NATO's defensive missile units. Since then, it has become increasingly clear

that such a center would also be useful for the education of civilian and scientific personnel.

Following the 1957 recommendation, SHAPE solicited suggestions from the various NATO nations as to the possibility of utilizing national land areas as a base for a NATO Defense Missile Training Center and range facility. Four nations offered national land areas for consideration in the feasibility studies—Portugal, Italy, Greece, and Turkey. SHAPE and AGARD have completed detailed engineering surveys of these potential training areas, and SHAPE is now evaluating the relative merits of the four areas.

Once a decision is reached, recommendations as to the best location must go before the NATO standing group.

7. Annual review of scientific and technical education and manpower

In 1957 the Parliamentarians' Conference proposed annual reports from member countries, to provide a stocktaking on the adequacy of science education facilities. Now, with the full concurrence of the NATO Council, the OEEC conducts annual reviews of country policies in the training of scientific and technical personnel. All the OEEC and associated countries will have been examined by February 1960.

The review is carried on in collaboration with the appropriate educational authorities in member countries. No uniform set of questions is used, each country being asked questions relevant to its special condition and need. By tactfully making nations aware of shortcomings in their programs, and by helping countries benefit from the experience of others, the review procedure is proving its worth.

At the same time, OEEC is carrying on a series of cooperative projects to stimulate improvement in the teaching and study of science, particularly in secondary schools.

8. Special science mission to OEEC countries

The NATO Parliamentarians' Conference has continually emphasized that international science activity should assist and stimulate stronger national science programs.

In this connection, OEEC this year initiated a special mission to OEEC countries by Dr. Wilgress (until recently Canadian Ambassador to OEEC and NATO). The purpose of the visits is to encourage an increase in scientific resources and the consciousness of a scientific needs throughout the Atlantic Community.

In each country, Dr. Wilgress has talked to the heads of scientific organizations about their difficulties and accomplishments, as well as to senior ministers with regard to political support for science.

Briefly stated, Dr. Wilgress has asked these questions:

(a) Is there a recognition in your country of the importance of science with regard to future well being and security of the people?

(b) If so, have you a science policy which is integrated with national policy generally?

(c) Are your scientific resources sufficient for future scientific needs in case of increasing economic competition from the East?

Dr. Wilgress' visits and his thoughtful reports are already resulting in many constructive changes and reforms.

9. Study on means for increasing the effectiveness of Western science

In 1958 the NATO Parliamentarians' Conference recommended that the Science Committee formulate an integrated and long-range policy for scientific research and development in the NATO area. As the NATO Council gets further into the tasks of scientific cooperation, the need increases for such a basic policy; lacking it, there is danger that efforts will be dissipated on too many projects and on less critical ones.

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